THE KALEIDOSCOPIC CONCERN

An Annotated Chronological Bibliography of Diversity, Recruitment, Retention, and Other Concerns Regarding African American and Ethnic Library Professionals in the United States

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Table of Contents

INTRODUCTION

Historical accounts of American librarianship couch the profession as a field rooted in, among other things, the noble care and feeding (and shaping) of the minds of the American immigrant population. However, this did not include African Americans, a group whose immigration status was forced upon them by the institution of slavery. Nor did it consistently include Native Americans and Asian Americans, as seen in the marginalization of these groups through the United State's creation of reservations and internment camps. More recently, concerns surrounding access and services for Asians and Spanish-speaking Latinos have become an increasingly relevant and somewhat contentious discussion in the profession (Betancourt, 1992; Quesada, 2007; Stephens, 2007). Although attempts to mitigate the legacies of slavery and other acts of subjugation have been made through *de jure* means, (through Constitutional ratifications, Supreme Court rulings, and Executive Orders) *de facto* exclusion of African Americans and other minorities from the realm of full American citizenship in politics, employment, and higher education continues to permeate American society. Furthermore, this exclusion is mirrored in the institution of librarianship in all of its environments: school, public, academic and special.

The dearth of minority librarians is not a new concern in the field; however it is a persistent one. During the author's research, almost ten bibliographies chronicling the subject of diversity in librarianship were found—many of them not annotated, but all of them punctuating the pressing need for more racial and ethnic variety in the ranks of library education, practice, and administration. Thomas Fountain Blue, the harbinger of organized library training for African Americans, was the first proponent of the idea that if libraries weren't to be integrated, they should at least provide a trained work force to serve those who would not be served by majority librarians. His training program for African American library workers in Kentucky laid the foundation for the first library school for African Americans at Hampton Institute. Upon the closing of that school in 1939, the program moved to what was then Atlanta University (now Clark Atlanta University). The 2005 closing of Clark Atlanta University's library school highlights the double edged sword cutting librarianship in general; one side exposing the need for librarianship to promote its continuing relevance in continuously growing technology environments, and the other side slicing off channels that had the most potential to provide diversity to the field.

Further underscoring the historical concern of racial/ethnic homogeny in the practice of librarianship are various reports and statistics exposing the need for minority recruitment and reviewing racial and ethnic demographics. The American Library Association (ALA) Board of Educational Leadership's annual report in 1924 emphasizes the need for (and shortage of) minority librarians and several SPEC Kits from the Association of Research Libraries (ARL) have covered the need to recruit minority librarians. In the late nineties, ALA found that Caucasians made up almost 87% of the makeup of academic librarians, while less than 6% were African American, almost 5% were Asian/Pacific Islander, 2% were Latino, and less than 1% were Native American (Lynch, 1998). Eight years later, a report conducted by ALA's Offices for Research and Statistics shows virtually no change, particularly within the context of attempting to keep up with the projected growth of minority populations: 85% Caucasian, 5% African American, 6% Asian/Pacific Islander, Latino 2% , and 1% Native American/Alaskan (ALA, 2006). Most recently, in October 2007, the Association of College and Research Libraries (ACRL) published a White Paper titled *Achieving racial and ethnic diversity among academic and research librarians*, which built on the organization's 2002 White Paper on recruitment. In the 2007 work, Peterson and Neely discuss the historical and current challenges to minority representation in academic librarianship, identify areas of research in minority librarianship as they pertain to recruitment and retention, and offer recommendations for reaching recruitment, retention, and advancement goals. The publishing of the White Paper indicates that much work still needs to be done and sends a definitive call to action to promote programs and mobilize any efforts that would result in building a workforce that accurately reflects current and future American communities.

The Kaleidoscopic Concern highlights the development of the myriad of issues surrounding diversity in librarianship, and gives insight into concerns, goals, and strategies surrounding the recruitment, retention and advancement of librarians of color. This work contains over 80 years of the profession's earliest training initiatives and more current best practices; and the evolution of the specific idea of affirmative action to the more nebulous concept of diversity can be traced as well. New ideas and areas of study are also covered (gender issues, White privilege), and as these areas of inquiry grow, so should the number of items that could be included

in a future bibliographic work. Books (and book chapters), dissertations, theses, articles, poster sessions, presentations, and multimedia objects can be found in the following pages, and various reports from professional library associations and divisions and ARL SPEC Kits have also been gathered and annotated in this work.

As with the author's previous bibliography, *Global Evolution*, entries in this work were gathered using previously published bibliographies (those entries are included in the succeeding pages), reference lists of research papers and articles, and by combing through search engines, online public access catalogs, and databases. Sectioned by subject, entries are arranged chronologically by decade. Beyond being arranged chronologically, almost all entries are annotated and include the number of unique cited references found in the work. The author has written original annotations for many of the items and has attempted to include as much information about each entry as possible; however, as you use this work, you will find some entries marked with the following symbol (±), usually with articles that were in press at the time this book was written, or for conference presentations and poster sessions. The symbol denotes that the creator of that particular item wrote the annotation and provided it to the author. For such entries with multiple authors or creators, the contributor is marked with an asterisk (*). Conversely, the author was not able to obtain annotations for some items; and they are included for posterity.

The entries in *The Kaleidoscopic Concern* are generally scholarly, and intended for library professionals or library and information science students. Many of the entries focus on academic librarianship, however public and special libraries are also covered. Items were chosen because they met the following criteria: a general or specific focus on any aspect of diversity within the context of race or ethnicity in the American library environment, or a general or specific focus on multiculturalism (also within the context of race and ethnicity) in the American library environment.

Kaleidoscopic with Unchanging Parameters: A Note

This project, inspired by ACRL's 2007 White Paper, quickly became affectionately known as the "Avalanche Project" because of the depth, breadth and innate complexity the topic of diversity in librarianship, and the quick manner in which that depth was revealed—almost every entry revealed several more items for inclusion in this work! Peterson's 1995 directive "to clarify what [the author] means by 'multicultural'" and a need to inspire the profession to move beyond "lip-service and hand-wringing [with a focus on] diversifying collections rather than ranks" (as noted by St. Lifer and Nelson in 1997) were a constant help as the author culled and annotated items.

The term *diversity* is inherently cloudy and potentially includes any difference that is not an able-bodied, hetero-sexual, and economically privileged White Anglo-Saxon Protestant male (the Standard). Further expanding the issue are the laws and orders put into place to level the playing field with the Standard (i.e. *Brown vs. Board of Education*, Civil Rights Act, Affirmative Action [AA], Equal Employment Opportunity [EEO], etc.). Items surrounding these issues in any profession are also extensive and detailed, and this is also the case in librarianship and higher education. An extensive work just on those topics could be one unto itself; therefore many AA, EEO or similar items not pertaining specifically to racial and ethnic diversity in American librarianship have been omitted. The author encourages readers interested specifically in those subjects to continue their research using the included entries as a starting point. While some items discuss discrimination, racism, and programming and services to minorities, many of these items were also not included in this work unless the greater portion of those items focused upon the recruitment, retention, or advancement of minority librarians in the practice of librarianship.

It should also be noted that the several entries hail from the same overall item (for instance, a book and some of its chapters, or proceedings and some of the contributed papers). Because many items are available separately on the Internet (or perhaps only one piece of a larger item may appear in a reference list of any given work), and to give as complete a picture of the wealth of information on this topic as possible, the author decided to annotate individual chapters, themed journal articles, or proceedings papers when appropriate. Wherever multiple entries from the same piece of work appear, cross-references have been provided guiding the reader to other sections of that work.

Finally, readers should note that the author considers this a working publication, and welcomes suggestions and additions as discourse on this topic continues. Please forward your comments, corrections, or requests for an entry addition to kdavis43@gsu.edu.

Acknowledgements

practical way, the need for this work to be published, no matter the format. I would also like to thank "meu grande amigo" and colleague J. Brenton Stewart, 2007 Spectrum Doctoral Fellow, for his professional input, support and good humor throughout this project. I want to thank my family (Moma, Grandma, Auntie and Jack) and friends for being so understanding about all the late nights in front of the computer, the continuous babbling on about this project and constant asking of "does this make sense?," and the repeated requests to "wait, I just have one more annotation to write". Lastly, I want to acknowledge Brenton Kendrick, whose loving support and unfailing patience where I am concerned is a treasure to have. Thank you with all my soul.

LIBRARY EDUCATION

1920s

Blue, Thomas F. 1924. A successful library experiment. *Opportunity*, 2: 244-246.
Blue discusses the particulars of the Colored Department of the Louisville Free Public Library, which consists of two branches (Western Branch opened in 1905; Eastern Branch in 1908). The number of volumes, circulation statistics and the most popular books are discussed. Blue also discusses the apprentice class for Coloreds who want to pursue library work in Louisville and other southern states.

1930s

Bogle, Sarah. C. N. 1931. Training for Negro librarians. ALA Bulletin, 25 (4):133.
An overview of the proceedings of a small conference called by American Library Association (ALA) Board of Education for Librarianship chairman is given. Representatives of the Carnegie Corporation, the General Education Board and the Rosenwald Fund as well as Atlanta University President John Hope, Fisk University Librarian Arthur Howe, and Hampton Institute Library School director Florence R. Curtis were all in attendance. Attendees discussed the need for improved recruitment and placement of Negro librarians, particularly in the Southern part of the United States and their willingness to provide professional library training.

Hostetter, A.M. 1939. A library school for Negroes. *ALA Bulletin* 33 (4): 247.
The Secretary of ALA's Board of Education for Librarianship (BEL) cites current United States Supreme Court rulings mandating equitable educational access to white and African American law students and that tuition payment in other states does not mitigate discrimination. The concerns of these rulings in matters of library education are exacerbated by the closing of Hampton Institute's Library School; and the author highlights the continuing need for trained African American librarians. The article mentions

a BEL-funded program of summer courses being held in 1939 at four Historically Black Colleges and Universities (HBCUs).

1970s

Josey, E.J. 1970 (Ed). *The Black Librarian in America*. Metuchen: Scarecrow Press.
See General Works, 1990s.

Library Journal. 1970. Minority L.S. Grads still a trickle. *Library Journal*, 95 (Feb 15): 616.
This small editorial item summarizes the 35 responses of a questionnaire sent to ALA accredited graduate library schools. The survey attempts to learn what library schools are doing to increase enrollment, retention, and matriculation of minority students in graduate LIS programs. Many of the schools reported a shortage of minority groups, and two key issues contributing to low minority numbers are identified at a later meeting and offered in this piece.

American Libraries. 1972. Survey of minority graduate students. *American Libraries*, 3 (Oct.): 942.
This small editorial item heralds the results of a survey disseminated and summarized by ALA's Library Education Division and the Office for Recruitment. The survey reflects a small increase in minorities attending accredited library education programs, and a marginal increase in the number of schools that have active minority recruitment programs, compared to a similar survey done in 1969.

Cobb, Marion K. 1973. A Black librarian and library school education. *California Librarian*, 34 (4): 42-44.
Cobb discusses how he was recruited to librarianship, his experiences as a library professional, and how he feels he's made a difference in the communities he's served. He also discloses the University of California, Los Angeles Graduate School of Library Science's efforts to update curriculum and offer courses to students who want to work in African–American and other underrepresented communities.

Asheim, L. 1975. Trends in library education—United States. In *Advances in Librarianship, volume 5*, edited by M.J. Voigt. Academic Press: New York.
Asheim's extremely broad entry (12 sections) covers the relatively recent history of library education in America, starting with the creation of the Office for Library Education in 1965. Section six of the entry covers the library education needs for minorities, focusing on efforts to recruit ethnic and racial groups to librarianship as a career and the impact on LIS curriculum that came with increased enrollment and attendance of minorities in library schools.

Trejo, Arnulfo. 1977. Modifying library education for ethnic imperatives. *American Libraries*, 8 (March): 151.

Trejo highlights the increase in the U.S. Latino population and discusses the how the University of Arizona's LIS curricula has incorporated courses that focus on giving students opportunities to be exposed to library services and materials for the three common minority groups in the Southwest. Trejo presents ways that courses can be updated to include collection development concerns as they pertain to Latinos/Hispanics and gives tips on how LIS courses could best be presented to Latino LIS students (6 references).

Totten, Herman L. 1977. A survey and evaluation of minority programs in selected graduate library schools. *Journal of Education for Librarianship*, **18 (1): 18-34.**
Totten surveys minority LIS graduate programs with the intent of providing information to those who would like to begin a program. The methodology and results of the survey are discussed—not only with data (the article contains six tables), but also with comments from the student participants about their LIS education experience. The study reveals three overall bases of sustaining a successful minority student program. The article ends with a selected bibliography on graduate and minority library education (2 references).

Carter, Jane Robbins. 1978. Multi-cultural graduate library education. *Journal of Education for Librarianship*, **18 (4): 295-314.**
Carter focuses on the previous decade of librarianship with special interest in the question of how much the racial makeup of the profession has changed. Within the context of higher education in the United States for minorities, Carter also looks at Canadian library schools and the education of international students in American graduate LIS schools. Obstacles to change are discussed and three steps toward eradication of those barriers—including a call to readers to persuade the Association of American Library Schools (AALS) to begin a scholarship program—are brought forth (44 references).

Robbins, Jane. 1978. Celebrating diversity: A report on and plea for multi-cultural graduate library education. Paper presented at the Annual Conference of the Association of American Library Schools. Chicago, IL. ERIC Document ED153624.
Robbins seeks to learn if the racial/ethnic makeup of ALA-accredited LIS schools' student bodies have changed in the previous decade. She primarily focuses on American minority students; however Canadian library schools and foreign students in American library schools are also addressed. A general look at higher education is also taken, with regard to matriculation trends and how they impact LIS education. Black, Mexican American (and other Spanish heritage), Native American, Asian American, and International Students in higher education are given an overview, and Robbins identifies problems that may arise when institutions are faced with educational changes that come with increased racial and ethnic diversity. Three tables are included, and the paper concludes with a bibliography (46 references). *See also, Bibliographies, 1970s.*

Higgins, Norman C. 1979. Improving library education for selected minorities. ERIC Document ED181911.
Noting that recruitment efforts targeted toward ethnic groups have fared better for Blacks than for Spanish surnamed and Native Americans, efforts to improve recruitment and library education programs for the latter group are ignited. This report contains 18 recommendations toward that end. The recommendations are groups into five focus areas for planning: recruitment, student selection, curriculum design, support services, and placement and follow up activities. The report concludes with three appendices, one of which lists the eight institutions housing the specially focused library education programs.

1980s

Du Mont, Rosemary Ruhig. 1986. The educating of Black librarians: An historical perspective. *Journal of Education for Library and Information Science*, **26 (4):233-249.**
Du Mont recognizes that in order for Black librarians to be recognized in LIS, their white counterparts must be encouraged to learn about the Black experience, from a Black's point of view, and this broad article attempts to do that. Portioned into three parts (historical development of professional library education, a discussion of the current state of library education, and recommendations for the future), the author summarizes that education for blacks remains largely segregated from the larger LIS field and that because of the strides taken by the Black community, leadership in LIS has been attained. This leadership can positively affect funding and the ultimate goal of equity in educational institutions and in librarianship (42 references).

Gunn, Arthur C. 1986. *Early Training for Black Librarians in the U.S.: A history of the Hampton Institute Library School and the establishment of the Atlanta University School of Library Service* **(Virginia, Georgia, United States). Doctoral dissertation, Clark Atlanta University.**
Gunn's study follows the evolution of LIS education for African-Americans, starting with the Hampton Institute Library School, its closure, and the opening of the Atlanta University's School of Library services (AU SLIS). Factors affecting the area of LIS and African Americans are discussed, along with the use of primary and secondary sources to analyze Hampton Institute; and a close look at the curriculum, faculty and administration of AU SLIS is also taken. Fourteen tables, 2 illustrations, and 4 appendices are included (94 references).

Williams, Helen E. 1987. Experiences of Blacks in predominantly White library schools, 1962-1974: An era of transition. In *Activism in American Librarianship,* **edited by M.L. Bundy and F.J. Stielow. New York: Greenwood.**

Williams gives a brief outline of the impact of segregation in higher education—particularly in graduate schools, and summarizes, mostly through direct quotation, the experiences of African- Americans who attended and matriculated through graduate schools of library science between 1962 and 1974. Being a casualty of a system that put them at a disadvantage, being a direct observer (and target) of racism in action, treatment by fellow (Caucasian) students, are all cited. Williams also reports how respondents coped with their experiences (7 references).

Lockett, Mary W. 1988. Preparing librarians to serve ethnic communities. *Journal of   Education for Library and Information Science,* **29 (Fall):141-142.**

Lockett discusses the objectives and activities of a course created at the University of Wisconsin-Milwaukee to effectively train librarians to work with ethnic communities. Information on how the course was evaluated (narrative evaluations, pre- and post-tests, and an additional form) and some results of the evaluations are discussed, along with the school's decision to augment its curriculum.

EMIERT. 1989. Ethnic and minority concerns in library education. *EMIE Bulletin,* **(Summer): 8.**

The Library Education Task Force of the Ethnic Materials Information Exchange Round Table (EMIERT) sponsored two ALA Conference programs focusing on their charge to increase ethnic/minority representation in LIS, and Dr. Rene Tjoumas conducted a study to determine "the treatment of ethnicity in the training of librarians." The study's results are summarized and discussed, and topics of discussion EMIERT's roundtables are reviewed. Recommendations on curriculum, recruitment and continuing education stemming from the discussions and the study are given.

1990s

Auld, Lawrence W.S. 1990. Seven imperatives for library education. *Library Journal,* **115 (8): 55-59.**

The author discusses seven crucial issues for library education, including the contention between professional and academic expectations, the role of undergraduate LIS programs, international librarianship, and minority recruitment. Auld's article concludes with a short 12- item bibliography.

Ruhig Du Mont, Rosemary and William Caynon. 1990. Education of Black librarians. In *Encyclopedia of Library and Information Science v.45, suppl.10,* **edited by A. Kent. New York: Marcel Dekker, Inc.**

The development and foundations of library education as it pertains to African Americans is covered in this comprehensive entry. From the first evidence of training at the Louisville Free Public Library in 1910, on to the founding of the first library school for African Americans at Hampton Institute in 1925 (and its move to Atlanta University in 1941), and moving forward to subsequent schools at North Carolina Central, Alabama A&M), historical accounts of these schools are given. The importance of the U.S. Supreme Court's ruling in the historic *Board vs. Board of Education of Topeka, Kansas* case is also discussed with regard to its far-reaching impact on the recruitment of minorities into librarian schools (40 references).

Josey, E.J. 1991. Education for library services to cultural minorities. *Education Libraries,* **15 (Winter): 16-22.**

Josey reveals and summarizes the results of an 11-item questionnaire created to better understand the role of LIS in educating students about cultural minorities and the library services they require, and designed to be disseminated internationally (IFLA's Standing Committee of the Section of Library Services to Multicultural Populations commissioned the survey). Josey's results focus on responses from the United States and Canada. Six tables represent the summarized data, and implications from the survey are discussed.

Lenox, Mary F. 1991. Educating the Black librarian and information professional for leadership in the twenty-first century. In *Educating Black Librarians: Papers from the 50th Anniversary Celebration of the School of Library and Information Sciences, North Carolina Central University,* **edited by B.F. Speller, Jr. Jefferson: McFarland & Company, Inc.**

In her keynote address at the 50th anniversary of North Carolina Central University's School of Library and Information Science, Lenox summarizes the impact of global economies, law-making bodies, environmental concern, and government structuring on access to information. The challenges of the Black librarian to mitigate the effects of these factors are discussed in terms of activating change in LIS curriculum for the 2000s and beyond. Lenox identifies seven areas that LIS education must address and respond to in order to strengthen the workforce of Black librarians (13 references).

An abbreviated version of this address can be found in Culture Keepers: Enlightening and Empowering Our Communities, *edited by S.F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.*

See next entry for monograph citation.

See General Works, 1990s for proceedings citation.

Speller, Benjamin F. Jr. (Ed). 1991. *Educating Black Librarians: Papers from the 50ᵗʰ Anniversary Celebration of the School of Library and Information Sciences, North Carolina Central University.* **Jefferson: McFarland & Company, Inc.**

Seventeen distinct chapters, written by 19 authors, discuss all angles of education and Black librarianship. Concerns surrounding minorities and higher education, recruitment of minorities to LIS, leadership, international librarianship, and the positive role and impact that North Carolina Central University's SLIS has made on minorities and the profession of librarianship as a whole are discussed. This 157-page monograph includes a foreword by ALA President Emeritus E.J. Josey and includes an index.
See Library Education, 1990s and Recruitment and Retention—Workplace/Career, 1990s for chapter citations.

Belay, Getinet. 1992. Conceptual strategies for operationalizing multicultural curricula. *Journal of Education for Library and Information Science,* **33 (4): 295-306.**

Belay reviews the obstacles and potential surrounding the introduction of multiculturalism in LIS education and discusses the development of frameworks that can "contribute to the operationalization of a multicultural curriculum." Pedagogical and content-related gaps that arise in the multicultural education context are highlighted, and strategies to infuse multiculturalism in LIS courses are offered (82 references).

Freiband, Susan J. 1992. Multicultural issues and concerns in library education. *Journal of Education for Library and Information Science,* **33 (4): 287-294.**

Focusing on LIS curricula, Freiband identifies issues that are central to multicultural and multilingual concerns. This work, prepared as a part of ALISE's Special Committee on Ethnic, Multicultural and Humanities Concerns, lists questions that should be raised by LIS educators as they plan or implement curriculum changes. The skills, knowledge and attitudes of LIS graduates are also given; and suggestions of what LIS curriculum should focus on are offered. The report concludes with suggestions for curricular programs and activities, with emphasis on multicultural and ethnic service and awareness. A short bibliography is also included.

Totten, Herman L. 1992. Perspectives on minority recruitment of faculty for schools of library and information science. *Journal of Education for Library and Information Science.* **33 (1): 46-54.**

This article reviews the history and background of affirmative action and the success of affirmative action programs in higher education, particularly as it pertains to the recruitment of faculty members. Totten discusses his recommendations for identifying, attracting, and retaining minority faculty in LIS schools and offers three tips for libraries to increase minority faculty members. The article concludes with a short bibliography.
See Bibliographies, 1990s.

Cunningham, William D. 1993. African American students in White library schools. In *Culture Keepers: Enlightening and Empowering Our Communities: Proceedings of the First National Conference of African American Librarians,* **edited by S.F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

Honing in on tools that predominantly White library schools used to attract and retain Black students, Cunningham discusses how, following the indifference in the few library schools that accepted Black students before forced desegregation (Brown vs. Topeka Board of Education), many changes in library education were a result of social perception and federal funding. Several examples of the usefulness of the Library Services and Construction Act (LSCA) and other successful programs and funding initiatives for the recruitment of Black students to predominantly White LIS schools are discussed (3 references).
Presented in 1992 at the First National Conference of African American Librarians, Columbus, OH.
See General Works, 1990s for proceedings citation.

Cunningham, William D. 1993. Is cultural diversity being addressed in library schools? In *Culture Keepers: Enlightening and Empowering Our Communities: Proceedings of the First National Conference of African American Librarians,* **edited by S. F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

Using three surveys (one from ALA and 2 consecutive surveys from the Office of Library Outreach Services), Cunningham highlights the permeability of diversity in the curriculum of predominantly White LIS schools. After summarizing the results of the surveys, Cunningham asserts that cultural diversity is being addressed to a degree in courses, and notes that, of the classes offered, none are part of the schools' core curriculum, leaving up to debate the necessity or ancillary nature of such courses (2 references).
Presented in 1992 at the First National Conference of African American Librarians, Columbus, OH.
See General Works, 1990s for proceedings citation.

Welburn, William C. 1993. Moving beyond cliché: Cultural diversity and the curriculum in library and information studies. Paper presented at Library and Information Studies Education and the American Mosaic: Mapping curricular reform. Queens College, New York. October 15.

Promoting his idea that librarianship is a mediating profession, Welburn makes four recommendations to LIS curricular reform, with a focus on including cultural diversity: 1) start LIS faculty development programs that highlight relationships between people and information, 2) give attention to pedagogy fundamentals that teach majority LIS students, 3) recognize the importance of cultural diversity to the LIS student body in enhancing the educational experience and 4) broaden educational backgrounds of students to include training in issues of diversity (3 references).
Published simultaneously in Mapping Curriculum Reform in Library/Information Studies Education, *edited by V.L.P. Blake. Binghamton: Haworth Press.*

Du Mont, Rosemary Ruhig, Lois J. Buttlar and William Caynon. 1994. *Multiculturalism in Libraries*. Westport: Greenwood Press.
See Diversity and Multiculturalism, 1990s.

Josey, E.J. 1994. *The Black Librarian in America Revisited*. Metuchen: Scarecrow Press.
See General Works, 1990s.

Peterson, Lorna. 1994. Teaching the practitioners: One professor's attempt at library education and sensitivity to multicultural diversity. *Reference Librarian*, 45/46: 23-38.
Peterson offers general guidelines for integrating issues of multiculturalism in the LIS curriculum with an emphasis on general introductory LIS courses and reference, management, and bibliographic instruction classes. Tips on responding to resistance to multicultural education are also given (39 references).
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. Binghamton: Haworth Press.*

Welburn, William C. 1994. Do we really need cultural diversity in the library and information science curriculum? *Journal of Education for Library and Information Science*, 35 (4): 328-330.
Welburn's editorial states his support for the inclusion of cultural diversity in LIS curriculum, taking into account the ever-changing meaning of cultural diversity rather than the projected (static) predictions of demographic data. The author also notes the dearth of research that effectively influences pedagogical shifts in LIS, especially within the context of cultural diversity; and asserts that cultural diversity's role in higher education will continue to be important; not only in understanding world events, but also in maintaining access to information for everyone in a culturally and ethnically diverse society (4 references).

East, Dennis and R. Errol Lam. 1995. In search of multiculturalism in the library science curriculum. *Journal of Education for Library and Information Science*, 36 (3): 199-216.
After discussing the literature regarding multiculturalism and diversity and calls for including coverage of these issues in LIS curriculum, the authors outline their research study determining how library science programs are addressing these topics. The study's results are revealed and discussed, and two tables are included. The article concludes with a reading list of materials that may be useful in a multicultural/diversity course or class and one appendix (48 references).

Smith, Karen P., Marianne Cooper, Lorna Peterson*, and Kay Vandergift. 1996. Evolution and practice: Addressing multicultural concerns within the library school environment. Panel session at the Association for Library and Information Science Education Conference, San Antonio, TX. ±
Smith moderated this panel session discussing multicultural issues in the LIS curriculum, which included insight in Peterson's approach to creating an experimental multicultural LIS course and highlighted how important it is for future librarians to understand diversity.

African Americans are overdue at graduate schools of library science. 1997. *Journal of Blacks in Higher Education* 16 (Summer) 53-54.
The Journal takes a look at the racial makeup of 21 university libraries and find that less than a marginal number of library professionals in those institutions are Black, and that those Black employees were more often than not placed in positions that had no influence on collections. Taking into account the U.S. Census Bureau's prediction that Whites will be a racial minority in coming years, the Journal laments the dearth of black graduates in LIS.

Jeng, Ling Hwey. 1997. Facilitating classroom discussion on diversity. *Journal of Education for Library and Information Science*, 38 (4): 334-338.
Jeng reminds readers that cultural diversity in librarianship is a persistent concern in LIS; however the issues surrounding this topic have yet to be effectively integrated and discussed in LIS curricula. The author asserts that the scenario approach may be the best pedagogical method to "establish the missing link in the classroom between diversity lectures and LIS life…" Six scenarios for classroom usage and the ethics pertinent to each case are discussed (8 references).

McCook, Kathleen de la Pen a. and Lippincott, Kate. 1997. Library schools and diversity: who makes the grade? *Library Journal*, 122 (7): 30-32.
McCook and Lippincott take a look at racial parity in recent library graduates (class of 1995) and give an overview

of graduate LIS programs that have the most racially and ethnically diverse student bodies. After hearing that a new Top Ten ranking of library schools has been published, the authors offer another Top Ten listing in terms of diversity. The results of an ALA survey reveal six actions for consolidating strategies that will improve minority recruitment in librarianship. This article includes four tables.

Gollop, Claudia J. 1999. Library and information science education: Preparing librarians for a multicultural society. *College and Research Libraries*, 60 (4): 385-395.

After giving an overview of emerging ethnic demographics in the United States and a brief review of the history of formalized LIS education and services to diverse groups in American libraries, Gollop discusses ways LIS curriculum may evolve to prepare future librarians to practice in multicultural communities. The status of minorities in higher education and issues of recruiting a workplace that is diverse in all areas of librarianship are also addressed (24 references).

2000s

Totten, Herman L. 2000. Ethnic diversity in library schools: Completing the education cycle. *Texas Library Journal*, 76 (1) [cited 11 December 2007]. Available from http://www.txla.org/pubs/tlj76_1/diversity.html

Giving attention to Texas, Totten focuses on the racial and ethnic make up of the students and faculty of ALA-accredited library schools. The article offers four recommendations on how library schools can overcome disparities in representation and offers two incentives that would make pursuit of a Master's degree in LIS more attractive to underrepresented groups (4 references).

Roy, Loriene. 2001. Diversity in the classroom: Incorporating service-learning experiences in the library and information science curriculum. *Journal of Library Administration*, 33(3/4): 213-228.

Roy discusses the role of active citizenship in librarianship and how it impacts resurgence of service-based foundation in LIS curricula. Trends surrounding the service learning movement in library education are underlined, including LIS students' work creating pathfinders at tribal libraries and their involvement in a national reading program for Native American children. Roy notes that service learning could positively impact diversity efforts in American librarianship (53 references).
Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*
See General Works, 2000s for monograph citation.

Roy, Loriene, Clara Chu, Ann O'Neill, Carla Stoffle, and Elaine Yontz. 2001. The future for Latinos in library education. A panel presentation. In *The Power of Language/El poder de la palabra*, edited by L. Castillo-Speed. Englewood: Libraries Unlimited.

This chapter summarizes the events and highlights of a panel discussion moderated by Roy with panel members Chu, O'Neill, Stoffle and Yontz. The panel discusses how individuals can make their own contributions to LIS education and challenges LIS associations to become more involved in LIS education programs. Best practices and successful efforts from LIS schools are mentioned, as well as guidelines on how LIS programs can be more diverse (4 references).
See General Works, 2000s for monograph citation.

Winston, Mark D. 2001. Communication and teaching: Education about diversity in the LIS classroom. *Journal of Library Administration*, 33 (3/4): 199-212.

Winston asserts that in order to further prove the idea that workforce diversity enhances organizations, students must be educated about issues of diversity while they pursue their professional degrees. The author identifies obstacles associated with communication and instruction about diversity, racism, and sexism and offers ideas that could help facilitate and improve teaching in these areas and better prepare LIS students for the workplace and in the leadership and success of their respective institutions (23 references).
Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*
See General Works, 2000s for monograph citation.

Sutton, Allison M. 2005. Bridging the gap in early library education for African Americans: The Negro teacher-librarian training program (1936-1939). *The Journal of Negro Education*, 74 (2): 138-150.

Sutton delves deeply into the details surrounding the development of a library education program, started in the 1930s and hosted on four historically Black college and university (HBCU) campuses. The predecessors that led to the program are extensively researched and discussed, including the role of ALA's Board of Education for Librarianship and other regional and national accreditation bodies. The legitimization of southern Negro high schools is linked to this research, and the author concludes the article with how the creation of the original library education program continues to impact the recruitment of African Americans to librarianship in the 21st century (48 references).

Wheeler, Maurice B. 2005 (Ed.). *Unfinished Business: Race, Equity, and Diversity in Library and Information Science Education*. Lanham: Scarecrow Press.

With the historic ruling of Brown vs. Board of Education as a point of remembrance and celebration, this broad –reaching work delves into the history of library education, with race as a defining context. Thirteen chapters are divided into three areas of discourse: environmental and external forces (education rulings, continuing issues around diversity, affirmative action and racism, library associations of color, scholarship initiatives, and race based financial aid); student recruitment (new strategies for minority student recruitment, recruitment for LIS doctoral education, mentoring); and faculty and curriculum issues (impact of technology on at-risk students, curriculum reform, teaching diversity, and faculty development). This work offers a "Sankofa" view of LIS—simultaneously looking back at minorities role' in the history of LIS education, and looking forward to overcoming current and future concerns for the same group.
See Affirmative Action, 2000s; and Recruitment and Retention- Library Education, 2000s for chapter citations.

Barlow, Diane L. and Elizabeth Aversa. 2006. Library professionals for the 21st century academy. In *Advances in librarianship, volume 30,* edited by D A. Nitecki and E. Abels. London: Academic Press.
Barlow and Aversa's broad report compares Asheim's 1975 article about trends in LIS education and offers a look at more recent developments in American LIS education, emphasizing their focus on several areas including updates in student demographics and diversity. Diversity programs (i.e. Spectrum, IMLS sponsored) and issues of diversity in ALA accredited programs and in higher education in general are discussed. The report includes two tables (61 references).

Pawley, Christine. 2006. Unequal legacies: Race and multiculturalism in the LIS curriculum. *The Library Quarterly*, 76 (2): 49.
See White Privilege, 2000s.

AFFIRMATIVE ACTION

1970s
Webster, Duane E and W. Putnam. 1972. *A survey of the recruitment, staff development, and minority employment practices of research libraries*. ERIC Document ED 072805.
Webster and Williams study centers on 78 member university libraries of ARL and their recruitment practices, staff development, and the extent to which member libraries are recruiting minority staff and revisiting employment patterns in their organizations. The study includes two appendices (9 references).

Josey, E.J. 1975. Affirmative action for Blacks and other minority librarians. *Negro History Bulletin*, 38, 423-427.

Josey discusses the current status ethnic and racial demographic makeup of the library profession and the negative response to minority recruitment with particular focus on how that response is supported in political and higher education arenas –with detrimental results to those who have indirectly benefited from positive support. Josey discloses responses from data collected by ALA's Office for Library Personnel Resources and a later survey from the Black Caucus of ALA, focusing on the career mobility and representation of minorities in public and academic libraries.

Josey, E.J. 1975. Can library affirmative action succeed? *Library Journal*, 100 (1): 28-31.
Citing a Bureau of Labor Statistics Department of Labor report, and noting that ALA has approved an Equal Employment Opportunity (EEO) Statement, Josey discusses the results of a survey created and sent to minority public and academic librarians, which highlight the disparity between the number of black librarians and the racial makeup of the communities being served (or the U.S. population in general). Survey participants' concerns about promotion/advancement are also discussed. Josey asserts the need for an implementation plan to accompany ALA's EEO statement and issues a challenge for LIS employment officers to commit to substantive affirmative action programs.

Dickinson, Elizabeth and Margaret Myers. 1978. Affirmative action and American librarianship. In *Advances in Librarianship,* edited by M. H. Harris. New York: Academic Press.
This comprehensive entry discusses many concerns that revolve around affirmative action within the context of librarianship in America. Legal aspects, socioeconomic trends, research efforts, recruitment and training programs, employment practices, and obstacles to affirmative action are all included in this broad report. The authors offer a checklist of items that should be included in a good affirmative action plan, and the report includes thirteen tables (99 references).

1980s
Harvey, John H. and Elizabeth M. Dickinson. 1983. *Librarians' Affirmative Action Handbook*. Metuchen: Scarecrow Press.
The thirteen chapters in this book offer comprehensive and multifaceted views of affirmative action in public, special and academic libraries. Several chapters give special focus to discrimination concerns regarding protected racial groups (Native Americans, African Americans) and other minorities (women and the physically challenged). Issues of affirmative action program development and education are also covered. The book concludes with three appendices.

Cottam, Keith M. 1987. Affirmative action: Attitude makes a difference. *Library Journal,* 112 (9): 47-51.
A brief history of the political and social environment that affirmative action was born into, and affirmative action's early tests is given. Cottam discusses how affirmative action's original legislation has been amended with other court decisions and Executive Orders, and brings the focus to its impact in librarianship. Strategies for coping with the parameters (and the idea) of EEO are offered with the notion that institutional support and the idea of "fundamental fairness" also play a part in integrating these ideas in the workplace.

1990s

Glaviano, Cliff and R. Errol Lam. 1990. Academic libraries and affirmative action: Approaching cultural diversity in the 1990s. *College and Research Libraries,* 51 (6): 513-23.
The authors maintain that affirmative action policies have only resulted in marginal increases in minority presence in librarianship and suggest alternative strategies to remedy the issue, including placing a focus on the value of creating an academic library environment that is culturally diverse and ensuring that library staff are aware of cross-cultural issues. Tools like networking, appropriate conference attendance, and local programming are some recommendations for this vision to occur (38 references).

Wright, Joyce C. and Barton M. Clark. 1990. Affirmative action policies and practices in ARL Libraries. SPEC Kit #163. ERIC Document ED331521.
The results of a survey focusing on the cultural diversity, recruitment and affirmative action initiatives or practices of ARL libraries are included in this kit. Affirmative action policy and planning documents from ten academic institutions, including the Center for Research Libraries, Cornell University, Kent State, and University of Toronto are also included. This kit also includes seven ARL member affirmative action program goal documents from (including three University of California campuses), job descriptions and recruitment materials. The kit concluded with a 23-item list of selected readings.

Hall, Patrick A. 1990. Against our best interests: An ambivalent view of affirmative action. *American Libraries,* 22 (Oct): 898-902.
Hall argues that the current use of affirmative action programs (focusing on preference because of race or gender)—was not the original intent (to ensure equal opportunity). The negative effects of employees who are hired as a result of AA programs is also discussed. Hall concludes with the idea that AA return to its roots and

contends that policymakers focus on programs that help any disadvantaged U.S. citizen, not just those belonging to a certain race.

Boydston, Jeanne M.K. 1991. Hiring practices, equal employment opportunity and affirmative action in ARL libraries. *Journal of Library Administration* 14 (4): 22.
Through a study, Boydston addresses how equal employment opportunity guidelines and affirmative action statues have affected hiring practices in libraries. The study's objectives and methodology are explained, and the participants' responses on the presence of affirmative action personnel or agencies in their institutions, recruitment (especially what vehicles or networks used to advertise positions), and equal employment opportunity are summarized. This study includes five tables and concludes with one appendix (11 references).

Hartse, Merri, Atifa Rawan, and Roger Scanland. 1991. The evolution of affirmative action at the University of Arizona library. *College and Research Libraries News,* 52 (1):7-11.
Charged with creating an affirmative action plan for the library, this article gives an overview of the creation, implementation, and results of the plan. Issues of and strategies for encouraging library staff acceptance of the affirmation action program (open communication, training opportunities) are also mentioned.

Penn-Nabrit, Paula. 1993. Understanding AA, EEO and Diversity: They're not the same thing. In *Culture Keepers: Enlightening and Empowering Our Communities,* edited by S. F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee.. Black Caucus of the American Library Association. Westwood: FAXON.
Penn-Nabrit's seminar clarifies terms diversity, cultural diversity and multiculturalism, so that participants understand they are not synonymous with the concepts of affirmative action and equal employment opportunity. The understanding that the former terms can be viewed as ideology, while the latter terms are legal in nature, is made plain so that meaningful dialogue based on informed and critical thinking in all of these areas of thought may continue.
Presented in 1992 at the First National Conference of African American Librarians, Columbus, OH.
See General Works, 1990s for proceedings citation.

Altman, Ellen and Patricia Promís. 1994. Affirmative action: Opportunity or obstacle. *College and Research Libraries,* 55 (1): 11-24.
The authors created a study evaluating how affirmative action and equal employment opportunity guidelines have

affected recruitment and promotion for protected groups and if and to what extent internal candidates for open positions in academic libraries have been affected by AA/EOE policies. The study's findings are discussed, and the article includes nine data tables (13 references).

Giraldo, Zaida I. 1994. The myths and realities of affirmative action. In *Cultural Diversity in Libraries*, **edited by D.E. Riggs and P.A. Tarin. New York: Neal-Schuman.**
Beginning with a brief review of the legal and political history of affirmative action and civil rights in American history, Giraldo discusses the persecution of affirmative action. Five myths about affirmative action are identified and debunked (11 references).
See General Works, 1990s for monograph citation.

Batey, Charles F. 1996. The library as the multicultural employer. *Colorado Libraries*, **22 (Winter):24-27.**
Realizing through personal observation the power of the public library's role in mitigating information and technological divides, Batey re-affirms Denver Public Library System's commitment to ensuring that the communities they serve will be further enhanced by not only providing equitable access to materials and technology, but also through its diverse employees. The details of a diversity plan designed to fulfill that commitment, which includes six goal-oriented steps, are discussed.

Nance-Mitchell, Veronica E. 1996. A multicultural library: Strategies for the twenty-first century. *College & Research Libraries*, **57 (5): 405-413.**
The impact of affirmative action, issues of enrolling and ensuring the successful matriculation of minority LIS students, and employing librarians are discussed in this scholarly article. The importance of creating a sound affirmative action search policy is highlighted, and some guidelines are given to create such policies. The role of mentoring and networking in a minority librarian's career is also a focus, and three roles for a successful diversity committee are identified (12 references).

Hollis, Deborah R. 1999. Affirmative action or increased competition: A look at women and minority library deans. *Journal of Library Administration*, **27 (1/2): 49-75.**
The methodologies and findings of a study created to determine 1) if Title IX legislation and affirmative action have impacted promotion efforts for women and minorities in academic libraries and 2) if these same policies and laws have increased competition between women and minorities. In her sample, Hollis determines that white women deans have increased and finds that both groups seem to make progress in certain areas of the United States. The data are illustrated in one table and eight graphs, and one appendix is included (22 references).
Published simultaneously in Managing Multiculturalism and Diversity in the Library: *Principles and Issues for Administrators, edited by M. Winston. Binghamton: Haworth Press. See General Works, 1990s for monograph citation.*

Williams, James F II. 1999. Managing diversity: library management in light of the dismantling of affirmative action. *Journal of Library Administration*, **27 (1/2): 27-49.**
Williams outlines the issue of political consent within the framework of diversity and argues that this consent is sometimes contradictory to judicial approval. The Carnegie Foundation's community-building principles are discussed as a means for managing diversity on a college campus, and within this framework, the author leads a discussion of diversity management for academic libraries with a focus on creating diversity–oriented organizational culture and using recruitment and retention as a tool for change (11 references).
Published simultaneously in Managing Multiculturalism and Diversity in the Library: *Principles and Issues for Administrators, edited by M. Winston. Binghamton: Haworth Press. See General Works, 1990s for monograph citation.*

Knowles, Em Claire. 2005. Affirmative action: The role of the LIS dean. In *Unfinished Business: Race, Equity and Diversity in Library and Information Science Education*, **edited by M. Wheeler. Lanham: Scarecrow Press.**
Knowles' chapter delves into best practices that can be used along with affirmative action directives to ensure an environment of inclusiveness; and strategies LIS deans can use to recruit and mentor people from traditionally underrepresented groups to pursue librarianship as a career. Challenges and solutions that have arisen as a result of a U.S. Supreme Court ruling on affirmative action are also reviewed (10 references).
See Library Education, 2000s for monograph citation.

DIVERSITY AND MULTICULTURALISM

1980s
Payne, Judith et al. 1988. *Public Libraries Face California's Ethnic and Racial Diversity*. **Santa Monica: The Rand Corp [cited 15 Feb 2008]. Available from https://www.rand.org/pubs/reports/2007/R3656.pdf.**
See Reports, 1980s.

Smith, Elizabeth Martinez. 1988. Racism: It is always there. *Library Journal*, **113 (18): 35-39.**
The pervasiveness of racism in American society is discussed. The concept of racism is explained, with an emphasis

on institutional racism and how it affects people of color in every area of their lives (economics, government, health, housing, education, and media). Smith also discusses the California study, offers her personal accounts of racism and prejudice, and concludes with questions for the reader to ponder in an effort to counteract racism and prejudice in daily life and in librarianship.

1990s

Parmater, Richard. 1990. Point of intersection: The University Library and the pluralistic campus community. *Information Reports and Bibliographies*, **19 (3): 2-10.**
This is a reprint of the work which was originally published in 1988.
See Reports, 1980s.

Jaramillo, George Richard. 1991. Cultural diversity at the University of Northern Colorado and the University Libraries. *Library Administration and Management*, **5: 206-208.**
Seeking to augment its commitment to cultural diversity, the dean of University Libraries at the University of Northern Colorado (UNC) assessed its activities to determine if they reflected increased cultural awareness. The self-assessment indicates great strides in electronic access to bibliographic information on cultural and ethnic topics, purchases that reflect scholarly discourse in cultural diversity, and the development of special bibliographic instruction curricula to assist cultural groups. Diversity in hiring and a unique scholarship process aimed at persuading prospective minority LIS graduate students to think of seeking employment at UNC is also discussed

Leonard, Gloria. 1991. 'Bias busting': Valuing diversity in the workplace. *Library Administration and Management*, **5 (Fall): 204-206.**
Leonard introduces and discusses Seattle Public Library System's staff training plan, designed to ensure that all employees and patrons feel they are working (or being served) in an inclusive environment. The program's three key concepts are explained, and three tips for libraries without a diversity training program are offered.

Chadley, Otis A. 1992. Addressing cultural diversity in academic and research libraries. *College and Research Libraries*, **53 (3): 206-14.**
Interested in how America's largest research libraries were responding to cultural diversity, the author created and sent a survey to 104 ARL institutions, with a 34% response rate. The survey results, which are discussed in this work, included questions about recruitment, internships, multicultural services, librarians, and instruction programs, and collections. The article concludes with recommendations for

identifying recruitment opportunities and calls for library administrators, professional associations, and library schools to give priority to promoting librarianship as a career for minorities (28 references).

Curry, Deborah A. 1992. Evaluating and assessing diversity in the reference department. *Reference Librarian*, **38: 115-120.**
Curry brings the discussions surrounding diversity and multiculturalism into the context of ensuring the long-term presence of these ideals in reference departments through staffing and collections. Goals for assessment and evaluation are included (5 references).

McCook, Kathleen de la Pen a. 1992. Diversity: Proactive, passive, or stagnant approaches. In *Your Right to Know: Librarians Make it Happen*. **Chicago: American Library Association.**
De la Pen a McCook's essay discusses the characteristics of (library) service providers and how library service is delivered with particular regard to issues of diversity. Noting that neither passive nor stagnant service delivery modes are effective, de la Pen a McCook contends that information professionals, including professional organizations, library educators, and library administrators, should ramp up efforts to diversify the profession by proactively re-evaluating how we serve those who use libraries. In essence, observing library users and meeting them where they are in their "information worlds", thereby changing their perception of libraries and librarianship as a good place to be and a worthy career to pursue. A short appendix on ALA Diversity Policies is included (9 references).

McCook, Kathleen de la Pen a and Tosca O. Gonsalves. 1992/1993. Diversity: Ten issues to consider. *The Bottom Line*, **60 (Winter):43-48.**
Noting that LIS professionals are taking up the corporate trend of focusing on managing diversity in their institutions, the authors offer ten broad areas regarding the characteristics marking a move toward inclusion, starting with the "reaffirmation that U.S. society is inherently pluralistic," and ending with "link[ing] with the larger community. Collection development, services, and library education are also discussed (30 references).

Butler, Meredith A. and Gloria R. DeSole. 1993. Creating the multicultural organization--a call to action. *Journal of Library Administration*, **19 (3/4): 155-74.**
Using the University of Michigan and University of Michigan Libraries' cohesive efforts to bring diversity to the campus, Butler and DeSole share the four characteristics of a multicultural organization and highlight nine actions for academic library leaders to take to begin the process of

organizational change and increase diversity in the library workforce, particularly in leadership roles. The article also identifies four ways to make diversity evident in a library setting and concludes with tips for recruitment and retention of librarians from underrepresented groups (24 references). *Published simultaneously in* Libraries as User-Centered Organizations: Imperatives for Organizational Change, *edited by M. Butler. Binghamton: Haworth Press.*

Gerhard, Kristin H. and Jeanne M.K. Boydston. 1993. A library committee on diversity and its role in a library diversity program. *College and Research Libraries,* **54 (4): 335-343.**

The authors discuss the history of affirmative action programs and focus on the evolution into the broader area of diversity initiatives within the academic library environment. The roles of affirmative action and diversity at Iowa State University, particularly the tasks of the Affirmative Action committee and how their actions have affected the concept of diversity, are evaluated. The article includes one appendix (13 references).

Jennings, Kriza. 1993. Diversity in ARL Libraries. In *Culture Keepers: Enlightening and Empowering Our Communities. Proceedings of the First National Conference of African American Librarians,* **edited by S.F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

Holding the position of the Association of Research Libraries (ARL) Diversity Consultant, Jennings explains the history of the ARL Diversity Project, discloses some of the project's findings and what these findings mean for diversity planning in academic and research libraries. Jennings also challenges African American librarians to participate more actively in minority recruitment to librarianship and offers some solutions to achieving that goal.

Lenox, Mary F. 1993. Enhancing ethnic and racial diversity: The new challenge for libraries. *Illinois Libraries,* **75:35-38.**

Lenox lists three demographic trends in the United States: the shift towards minorities outnumbering the majority, emerging jobs that require more literacy and problem solving skills, and the knowledge that the filling of these jobs may depend upon the groups that receive the worst education. Strategies that can help evaluate current and future library practices within the framework of enhancing diversity are offered, especially in the areas of leadership, staff development, and program development (8 references).

McCook, Kathleen de la Pen a and Paula Geist. 1993. Diversity deferred: Where are the minority librarians? *Library Journal,* **118 (18): 35-38.**

Despite the library profession's many studies about recruiting and retaining a diverse workforce, minority librarian numbers continue to be low. The authors identify five tasks for administrators and librarians that could increase the number of librarians from minority groups, including monetary incentives, targeting recruiting activities at younger students or non-traditional student groups, and ensuring academic environments are aimed at successfully matriculating students of color. A smaller report that highlights statistics and demographics of minorities in higher education is also included.

Buttlar, Lois. 1994. Facilitating cultural diversity in college and university libraries. **J***ournal of Academic Librarianship,* **20 (1): 10-14.**

This work discusses the results of a survey that Buttlar sent to 200 academic library directors in areas where there are large ethnic minority populations. With a response rate of 50%, the author was able to find out the distribution of minority groups on campuses and determine colleges' and libraries' commitment to cultural diversity. Minority staffing, library activities that promote cultural diversity, and barriers to enhancing diversity are also highlighted (19 references).

Curry, Deborah A., Susan Griswold Curry, and Lynne M. Martin (Eds.). 1994. *Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues.* **Binghamton: Haworth Press.**

See General Works, 1990s.

Hoover Hill, Katherine (Ed.). 1994. *Diversity and Multiculturalism in Libraries.* **Greenwich: Jai Press.**

Volume 32 of the "Foundations in Library and Information Science" series, this 264-page monograph covers diversity and its impact on all areas of the academic library. Fifteen chapters (written by contributors) cover promoting diversity, staff training, mentoring, collection development guidelines for multicultural items, and diversity planning. Essays also cover specific groups—international students, older adults, gay and lesbian library users, and students with disabilities.

Josey, E.J. (Ed.). 1994. *The Black Librarian in America Revisited.* **Metuchen: Scarecrow Press.**

See General Works, 1990s.

Liu, Carol F.L. 1994. Cultural diversity: A conversation with the presidents of ALA's ethnic caucuses. *Library Administration and Management,* **8 (2): 70-74.**

In the first of a two-part work, Liu talks with Camila Alire (REFORMA President), Ravindra N. Sharma (President, Asian-Pacific American Librarian Association), and Betty L. Tsai (President, Chinese American Librarians Association) about their views on how libraries can support diversity, how ALA members can better network with the

caucuses; suggestions for weaving diversity into ALA's long-term planning and development, and suggestions on what the Library Administration and Management Association (LAMA) can do to provide development opportunities for culturally diverse librarians (1 reference).

Liu, Carol F. L. 1994. Cultural diversity: A conversation with the presidents of ALA's ethnic caucuses. Part 2. *Library Administration and Management,* 8 (3): 126-130.
Part two of Liu's interview with Alex Boyd (President, Black Caucus of ALA) and Naomi Caldwell-Wood (President, American Indian Library Association) continues with their responses on how leaders can show dedication to diversity in librarianship, the significance of networking with ethnic caucuses, their ideas on ensuring that people of color move into leadership positions in LAMA and ALA, ideas for ALA's long term planning, and their suggestions for LAMA with regard to professional development for culturally diverse librarians.

Nelson, Corrine O. 1994. Unity through diversity—a call to work. *Library Journal,* 119 (16): 38-41.
Nelson's report of the BCALA's National Conference of African American Librarians (NCAAL) includes an overview of the topics covered at the meeting. Conference president Stanton Biddle discusses the historical and current need for the conference, and the accomplishments and concerns of keynote speakers including *Essence* editor Susan Taylor are revealed. The importance of cultivating new black library leaders is also discussed, and social activities during the conference are mentioned.

Ransom, Charles. 1994. The diversity librarian. In *Cultural Diversity in Libraries,* edited by D.E. Riggs and P.A. Tarin. New York: Neal-Schuman.
Ransom discusses the role of the diversity librarian at an academic library, using methods employed by University of Michigan Graduate Library's diversity librarian. Duties pertaining to creating and managing faculty outreach, services for faculty, graduate students and the campus administration are explained. The diversity librarian's role in collection development is also highlighted (3 references).
See General Works, 1990s for monograph citation.

Du Mont, Rosemary Ruhig, Lois J. Buttlar and William Caynon. 1994. *Multiculturalism in Libraries.* Westport: Greenwood Press.
This comprehensive text is written in four parts, and focuses on specific aspects of multiculturalism in all types of libraries. The first section discusses the concept of multiculturalism and discusses its role in public and academic libraries, while the following parts reveal essays about administrative services, in depth case studies, and a broad bibliographic essay on cultural pluralism. The book's introduction has 6 references, and the book concludes with an index.
See also, Library Education, 1990s.

Rosen, C. Martin et al. 1994. Student employees and the academic library's multicultural mission. *Reference Librarian,* 45/46: 45-55.
The authors note that while recruitment of a diverse professional library staff may be constrained, ensuring diversity when hiring student workers could lay the foundation for creating an environment wherein diversity thrives and ultimately has a positive effect on a campus at large. The authors disclose the details of how they developed and implemented procedures for hiring an ethnically diverse student work force (10 references).
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for monograph citation.

Stoffle, Carla J. and Patricia A. Tarin. 1994. No place for neutrality: The case for multiculturalism. *Library Journal,* 119 (July): 46-49.
The authors staunchly advocate the need for libraries to move toward multiculturalism in all of its contexts—race, ethnicity, ability, sexual orientation, or gender—in order to not only remain relevant in a society that increasingly highlights all differences (as shown in demographic trends), but also to fulfill the ideal of equality. Stoffle and Tarin discuss the development of a multicultural organization and explain how misconceptions ("reverse discrimination," the backlash against "political correctness") that arise around the concept of multiculturalism can be debunked so that progress toward diversity in libraries can move forward.

American Library Association. 1995. Differences make us stronger. Diversity in the library. [Videotape] Towson: Video/Library Video Network. ERIC Document ED403902.
This short video (37 minute running time) is divided into five areas, all focusing on staff diversity in libraries and the diversity of library users: Customer service, materials and programming, communication, workplace and training. Interviews from librarians who actively promote diversity in their libraries are included.

Biddle, Stanton F. and Members of the BCALA NCAAL Conference Proceedings Committee. 1995. *Culture Keepers II: Unity through Diversity. Proceedings of the Second National Conference of African American Librarians.* Black Caucus of the American Library Association. Westwood: Faxon Company.
See General Works, 1990s.

Ziolkowski, Darlene M. 1995. Managing a diverse workforce. *Journal of Library Administration*, **21(3/4): 47-62.**
This article discusses cultural diversity as an important part of hiring and training the student workforce of an academic library. Recommendations for orientation, policy review and support, management training, and other relevant areas that deal with integrating human resources tasks and enhancing cultural diversity in the student workforce are also included (26 references).

Neal, Kathryn M. 1996. The importance of being diverse: The archival profession and minority recruitment. *Archival Issues,* **21 (2):145-158.**
Neal discusses the implications of the shift in American racial and ethnic demographic trends on the archival profession and the efforts of the Society of American Archivists to recognize the trend and recruit minorities to the profession. Barriers to successful recruitment (similar to those of librarianship), include public image, a neglect of communities by the information professions in general, and economics. Results of a survey and ideas for continuing efforts to increase racial and ethnic inclusion in the archival profession are summarized. A short appendix is included (39 references)

Neely, Teresa Y.* and Khabre K. Abif. 1997. In our own voices. Ethnically diverse librarians and librarianship in the 90s. Paper sponsored by the LAMA Cultural Diversity committee and presented at the American Library Association Annual Conference, San Francisco. ±
Neely and Abif co-moderated this session featuring panelists and contributors to their book *In Our Own Voices…,* including Dr. Mark Winston, Deborah Hollis, Mee-Len Hom, and Zora Sampson. The session focused on three areas: Discussing and providing strategies and suggestions for critical issues facing ethnically diverse librarians new to the profession; providing strategies to promote understanding and tolerance in dealing with librarians of diverse cultures; and providing suggestions for the future in preparation for Workforce 2000.

Josey, E.J. 1999. Diversity: Political and societal barriers. *Journal of Library Administration*, **27(1/2): 191-202.**
Josey discusses several political and societal barriers that prevent libraries from having diverse staffs. The attack on affirmative action and a brief summary of the appearance of diversity management and programming in libraries is also reviewed. The author identifies racism as the most troublesome and pervasive barrier to diversity and notes that the best way to lower that barrier is to increase minorities in libraries and in ALA. The emergence of minority recruitment efforts (Spectrum Program, Emerging Leaders) and the past commitments of minorities to the profession are noted (6 references).
Published simultaneously in Managing Multiculturalism and Diversity in the Library: *Principles and Issues for Administrators, edited by M. Winston. Binghamton: Haworth Press. See General Works, 1990s for monograph citation.*

Kathman, Jane McGurn and Michael D. Kathman. 1998. What difference does diversity make in managing student employees? *College & Research Libraries*, **59 (4): 378-89.**
The authors Kathman assert that many libraries' commitment to diversity means that supervisors who manage student employees have even more opportunities to create a workforce that is inclusive, and to work with that group to find out what role the library can play in ensuring the organization is offering broad services to its patrons. Tips on selecting, hiring, orientating, training, supervising and evaluating a diverse group of student workers are offered (17 references).

Pearson, Joyce A. McCray. 1998. Diversity in AALL—it does exist. *Law Library Journal*, **90 (4): 541-544.**
As the chair of the American Association of Law Libraries' (AALL) Committee on Diversity (COD), Pearson recounts her observations on what diversity means, the historical name and goals of the COD, and her personal experiences with the increase in diversified membership (6 references). *See General Works, 1990s for issue citation.*

Jones, DeEtta. 1999. The definition of diversity: Two views. A more inclusive definition. *Journal of Library Administration*, **27 (1/2): 5-15.**
ARL's definition of diversity—one that encompasses individual and group memberships, historical contexts, and other areas, is evaluated. The ideas of equity, culture, cultural pluralism**,** affirmative action, and equal employment opportunity are discussed within the context of diversity. The article concludes with ideas on how library managers and administrators can uphold ARL's idea of diversity, which ultimately will offer opportunities for research and academic libraries to develop through purposeful planning and the discovery of new talents and skills of individual members of its human resources (5 references).
Published simultaneously in Managing Multiculturalism and Diversity in the Library: Principles and Issues for Administrators, *edited by M. Winston. Binghamton: Haworth Press. See General Works, 1990s for monograph citation.*

Peterson, Lorna. 1999. The definition of diversity: Two views. A more specific definition. *Journal of Library Administration*, **27 (1/2): 17-2**
Peterson discusses the dictionary definition of diversity, summarizes analyses of the diversity movement—which

critics state is flawed in three ways—and evaluates how library school students could be taught to deal with a diverse workplace through an accreditation program that includes standardized courses. Peterson include brief results of a survey showing that minority librarians continue to experience racism and discrimination (27 references).

Published simultaneously in Managing Multiculturalism and Diversity in the Library: Principles and Issues for Administrators, *edited by M. Winston. Binghamton: Haworth Press. See General Works, 1990s for monograph citation.*

Simmons-Welburn, Janice. 1999. Diversity dialogues groups: a model for enhancing work place diversity, *Journal of Library Administration***, 27 (1/2): 111-22.**

Moving forward from the focus on achieving diversity, many libraries are emphasizing diversity management within their organizations. Welburn explains the concept of dialogue groups, the process of creating productive diversity dialogue groups (DDGs), and the role DDGs can play in the long-term progress of academic libraries toward creating and managing inclusive and diverse environments (13 references).

Published simultaneously in Managing Multiculturalism and Diversity in the Library: *Principles and Issues for Administrators, edited by M. Winston.* Binghamton: Haworth Press. *See General Works, 1990s for monograph citation.*

Watkins, Christine. 1999. A community mirror: reflections on the color of librarianship. *American Libraries***, 30 (10): 64-66.**

This short article discusses how the diversity of librarians, both in ethnic and racial backgrounds and in their ideas, values, and work styles, can serve diversity in the LIS field. Looking at how librarian stereotyping and unclear marketing affect minority recruitment, Watkins focuses on Spectrum Scholars, what brought them to librarianship, and how the Scholars are working to eradicate stereotypes through their careers and scholarship.

Winston, Mark (Ed.). 1999. *Managing Multiculturalism and Diversity in the Library: Principles and Issues for Administrators.* **Binghamton: Haworth Press.**

See General Works, 1990s.

2000s

Owens, Irene. 2000. A managerial/leadership approach to maintaining diversity in libraries: Accountability, professionalism, job performance, policies, and standards. *Texas Library Journal* **76 (1) [cited 11 December 2007]. Available from http://www.txla.org/pubs/tlj76_1/manage.html**

Based on two major ideas for the management of diversity in academic libraries and working from a broad idea of diversity that includes "all differences," Owens discusses kinds of discrimination, recommends that diversity initiatives should be intertwined with basic management fundamentals, and offers a synthesized list of solutions and recommendations for managerial responses to diversity challenges (5 references).

Neely, Teresa. 2000. Effects of diversity on Black librarianship: Is diversity divergent? In *Handbook of Black Librarianship***, edited by E.J. Josey and M. L. DeLoach. Lanham: Scarecrow Press.**

Neely's chapter targets LIS' emphasis on terms like "multicultural" and "diversity" and discusses how vague language, particularly in information organization and classification (scholarship) and policies (hiring and promotion) lessens the relevance of productive dialogue about race and discrimination. Neely argues that such trends and language water down issues of equity and other concerns that are a high priority to many Black librarians. Neely states that this kind of marginalization through language is a very real threat to the existence of black librarianship (25 references).

See General Works, 2000s for monograph citation.

Simmons-Hodo, Simmona E. 2000. The language of diversity: what is it? In *The Handbook of Black Librarianship***, edited by E.J. Josey and M.L. DeLoach. Lanham: Scarecrow Press.**

This chapter offers a brief discussion about the increasingly nebulous definition of the word "diversity" in the American workplace, and how the vocabulary and the ideology can simultaneously be damaging and productive. A short list of "buzz words for diversity" is included for better understanding of diversity concepts as they are used in public discussions (7 references).

See General Works, 2000s for monograph citation.

Wheeler, Maurice B. 2000. Averting a crisis: Developing African-American librarians as leaders. In *Handbook of Black Librarianship***, edited by E.J. Josey and M. L. DeLoach. Lanham: Scarecrow Press.**

Wheeler relays statistics that reflect the historic and current low rates of minority (Black) leadership of academic libraries, library schools, and professional library associations and organizations. The author asserts that allowing the "natural emergence" of leaders is not enough to cultivate leadership that includes librarians from underrepresented groups, and states that library administrators and leaders of professional associations should actively and intentionally facilitate leadership in the LIS field. Wheeler concludes with recommendations that encourage Black librarians to take responsibility for assuming leadership in the profession (8 references).

See General Works, 2000s for monograph citation.

Winston, Mark D. & Haipeng Li. 2000. Managing diversity in liberal arts college libraries. *College & Research Libraries***, 61(3): 205-15**

The authors contend that while large university libraries have done much to implement diversity –related programs, the same actions have not taken place in small liberal arts colleges. Surveys, which were created to learn more about diversity awareness, staffing, information services, and collections were sent to library directors at liberal arts colleges. The results of the study are reported, and the article includes ten tables (10 references).

Cogell, Raquel V. and Cindy A. Gruwell (Eds). 2001. *Diversity in libraries: academic residency programs.* **Westport: Greenwood Press.**

Starting with a foreword by E.J. Josey, this work focuses on academic library residency programs, especially programs that are designed or administered with minority librarians in mind. The book of essays is divided into three parts; the first part focuses on academic library administration from a historical and practical point of view; the second part highlights essays from those who have experienced a program as a resident; and the third part of this monograph includes essays about the post residence experience. Cogell and Gruwell's work concludes with a directory of academic library residence programs and includes a bibliography and index.

Love, Johnnieque B. (Johnnie). 2001. The assessment of diversity initiatives in academic libraries. *Journal of Library Administration,* **33 (1/2): 73-103.**

Love's broad quantitative study focuses on pinpointing why work is needed to identify a need for diversity programs. An assessment tool that was used to gather and report data during the implementation of three pilot initiatives is also discussed. The study's methodology, details about the assessment instrumentation are presented, and the article concludes with the study's finding and author recommendations. Data are included in eight figures (29 references).
Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*
See General Works, 2000s for monograph citation.

Winston, Mark D. 2001. The importance of leadership diversity: The relationship between diversity and organizational success in the academic environment. *College & Research Libraries***, 62 (6): 517-26.**

Winston presents the results of his study which focuses on finding a link between diversity and organizational success on the college campus. Three data tables help represent results of the survey, and the author concludes with a summary that supports that proving such a link has implications for academic libraries, particularly in efforts related to targeting user groups for recruitment and providing services. Recommendations for future research in this area are made (29 references).

Cronin, Blaise. 2003. Can you 'celebrate' diversity? *Library Journal***, 128 (15): 40 [cited 25 January 2008]. Available from http://www.libraryjournal.com/ article/CA320854.html**

Cronin's commentary laments the how thinly the term *diversity* is spread in higher education and librarianship. The superficial bases that are included to define the term are also discussed, along with how those superficialities could further fragment—not solidify—the profession of librarianship.

Goss, Harold. 2003. Diversity: It's not just the right thing to do. *College and Research Libraries News***, 64 (9): 594-595.**

Goss asserts that, while it's noble to be concerned with diversity for social and political reasons, it's even better to promote diversity because it's good for the profession from a business standpoint. Pulling from private sector business studies (particularly that businesses that have a diverse workforce are more successful), he notes that because of librarianship's failure to reflect the general population in its ranks, the field is already at a disadvantage in both recruitment and retention efforts. As a participant in Auburn University's residency program, Goss discusses how residency programs can help with retention efforts, and mentions other mentoring and scholarship programs that have similar goals of exposing potential or new librarians to working in environments they may not have otherwise chosen (7 references).

Hankins, Rebecca, Michele Saunders, and Ping Situ. 2003. Diversity initiatives vs. residency programs: Agents of change? *College and Research Libraries News***, 64 (5): 308-310, 315.**

The authors contend there is a difference between diversity initiatives and residency programs and discusses distinctions between the two ideas. Diversity focuses on long-term actions that encourage inclusivity in people, places, resources, services and collections, while residency programs are generally propagated for short-term reasons with negative results. Hankins and Saunders review universities that have good diversity initiatives, and discuss the University of Arizona's Knowledge River program as a model that bridges the best in diversity initiatives and residency programs for the ultimate goal of diversity within LIS.

Winston, Mark and Haipeng Li. 2003. Diversity and organizational success: A survey of chief academic officers in liberal arts colleges. Presented at the *Association of College and Research Libraries 11th National Conference.* **Charlotte, NC.**

Annotation not made available to author.

Lance, Keith C. 2005. Racial and ethnic diversity of U.S. library workers. *American Libraries,* **36 (5): 41-43.**
Lance argues that the low numbers of racial and ethnic librarians is due not to low diversity in library workers, but the low diversity among those who have reached the appropriate educational level to practice librarianship (i.e. generally there aren't enough minorities receiving the MLIS or its equivalent). Furthermore, this trend is reflected in all professions, not just librarianship. The author argues that when looking at non-MLIS library positions, racial and ethnic discrepancies between library employees and the general population is much smaller than when looking at professional library positions.

Li, Haipeng. 2005. Liberal arts college libraries and the management of diversity. *Chinese Librarianship: an International Electronic Journal,* **20 [cited 11 November 2007]. Available from http://www.iclc.us/cliej/cl20li.htm**
Li surveyed 166 liberal arts college libraries to determine how these organizations are responding to diversity issues such as staffing, collections, services, and workplace environment. Results of the study are discussed along with recommendations and the foundations of some best practices, including the creation of Diversity Dialog groups or a diversity committee (9 references).

Dewey, Barbara I. and Loretta Parham. 2006. *Achieving Diversity: A How-To-Do-It Manual for Librarians.* **New York: Neal-Schuman Publishers, Inc.**
Administrative strategies for creating a diversity plan, recruiting and retaining a diverse workforce, an improving diversity through services and collections are the three main foci for this broad-based book on diversity. Twenty chapters, contributed by several authors (including editors Dewey and Parham), impart best practices for information professionals, educators, administrators, and practitioners to ensure their institutional environments are inclusive. Samples of documents that have been used—with good results—are included.

Nicholson, Carol Avery, Ruth Johnson Hill and Vicente E. Garces. 2006. *Celebrating Diversity: A Legacy of Minority Leadership in the American Association of Law Libraries.* **Buffalo: William S. Hein & Co.**
A collection of short biographical essays about those who have made a difference in American law librarianship is what makes this book unique. The book is both a historical text, a commentary on current directions, and a work that positively speaks to the future of leadership in the American Association of Law Libraries (AALL). The work includes two appendices and a selected bibliography of works of those profiled in the book.

Alburo, Jade. 2007. Unify to diversify: Collaborating for diversity recruitment. Contributed paper presented at the Association of College and Research Libraries 13th National Conference, Baltimore, MD.
Alburo reviews U.S. race and ethnic demographics and emphasizes that the projection of the emerging majority and the slow rate of ethnic representation in librarianship is further exacerbated by the graying of the profession. The Chesapeake Information and Research Library Alliance (CIRLA) Fellows Program, a consortium of education and research institutions in Delaware, Maryland, and Washington, D.C. is discussed in detail, including its systems and processes (work curriculum, mentoring, professional development, and career-placement opportunities). Facts and activities concerning the program participants, program outcomes, and challenges are also identified (18 references).

Kim, Kyung-Sun et al. 2007. Recruiting a diverse workforce for academic/research librarianship: Characteristics and preferences of subject specialists and librarians of color. *College & Research Libraries,* **68 (6): 533-552.**
Focusing on the need for subject specialists in certain areas and languages and the need for librarians of color in academic libraries, the methodology and results of two studies are discussed in this article. The first study covers the responses and findings of 326 LIS students who have or are working toward advanced degrees in other fields besides LIS; and the second study relays information from 182 librarians of color that have or are working towards a graduate LIS degree. Both studies were done to learn which factors and recruitment strategies are most effective in creating a diverse LIS workforce. Twelve tables, including rankings of the top 10 recruitment strategies by ethnic group, illustrate the data from both studies. This interesting study also covers ethnic librarians' preferred library work and factors that went into their decision to pursue a career in librarianship (59 references).

Neely, Teresa Y. and Lorna Peterson. 2007. Achieving racial and ethnic diversity among academic and research librarians: the recruitment, retention, and advancement of librarians of color- a white paper. *College and Research Libraries News,* **68 (9): 562-565.**
Portions of the larger report by the same name are reprinted in this article. A return to an earlier report published by ACRL in 2002 (*Recruitment, retention, and restructuring human resources in academic libraries: a white paper)*, sets the context for the focus of this white paper. Recommendations and strategic goals for recruitment, retention, and advancement for minorities in librarianship are rehashed and discussed (10 references).
See Reports, 2000s for full report citation.

Stanley, Mary J. 2007. Case study: Where is the diversity? Focus groups on how students view the face of librarianship. *Library Administration & Management***, 21 (2): 83-89.**

Stanley's case study focuses on a series of focus groups that were conducted with minority students about their knowledge of opportunities in librarianship and what factors would increase their interest in librarianship as a career option. Interviews with minority library staff and faculty members and minority students at University of Indiana –Purdue University Indianapolis' Graduate School of Information Science were also conducted. The results of the focus groups and interviews are discussed, including gaps in recruitment opportunities through career counseling, mentoring, and workplace support while in pursuit of a terminal degree. Recommendations for increased minority recruitment are included (35 references).

Yang, Zheng Le (Lan) and Brenda White. 2007. The evaluation of a diversity program at an academic library. *Library Philosophy and Practice 2007* **[cited 28 January 2008]. Available from http://www.webpages.uidaho.edu/~mbolin/yang.htm**

Yang and White discuss the charges and goals of the Texas A&M University Libraries' Diversity Program Coordinating Committee, which was created in 2003 and has since had over 150 programs. This article presents the results of a survey given to library employees to determine their perceptions, thoughts, and opinions about the effectiveness of past programs and to get information on how they should plan for future programming. This online article includes 4 charts (1 reference).

Kim, Kyung-Sun* and Sei-Ching Joanna Sin. 2008. Increasing ethnic diversity in LIS: perspective from librarians of color. *Library Quarterly*, 78(2): 153–177. ±

The study aimed at assessing what LIS schools and other library and information professional associations have done for the recruitment and retention of students of color and identifying effective strategies for the recruitment and retention from the perspective of librarians of color. A nationwide, Web-based survey was conducted to collect input from librarians of color. Based on the findings, suggestions were made to improve the recruitment and retention of students of color, which will ultimately contribute to the ethnic/cultural diversity in librarianship.

Zou, Tim and La Loria Konata. 2008. Connecting diversity to management: Further insights. In *Our New Public, A Changing Clientele: Bewildering Issues or New Challenges for Managing Libraries?* *Edited by J.R. Kennedy, L. Vardaman and G.B. McCabe. Westport:* **Libraries Unlimited.**

The concept of diversity management as a case for business, rather than a political issue is discussed, and the results of a study which was done as a result of an ALA Diversity Research Grant are disclosed. The study which had two target groups (ARL managers and ARL Leadership and Career Development Program participants) tracks the career development of racial and ethnically underrepresented librarians and compares that development to the minority librarians' white counterparts. The study's design, methodology, and findings are reported, and eight recommendations are put forth. The study includes 12 tables and 5 figures that illustrate the data (41 references).

Lipsey, Kim and Neville Prendergast. (n.d.) Another dimension of diversity: interactions among minority librarians [cited 11 November 2007]. Available from www.lib.uiowa.edu/wwwarchive/cicdiversity/ lipsey.doc

Lipsey and Prendergast note that, if the rate of minority librarians increases, new workplace issues may arise. Specifically, the authors focus on 1) the establishment of comfort levels between minorities from similar backgrounds 2) how minorities interact with each other in the workplace, and 3) the level of concern from minority workers about how their interactions are perceived by majority colleagues. The results of their survey are discussed. One appendix is included (15 references).

RECRUITMENT AND RETENTION –LIBRARY EDUCATION

1970s

Cabello-Argandoña, Roberto. 1976. Recruiting Spanish-speaking library students. *Library Journal,* **110 (10): 1177-1179.**

The latest demographic statistics show that libraries are in dire need of Spanish speaking librarians. Cabello-Argandoña discusses this plight and highlights pilot programs and other efforts that have attempted to minimize the underrepresentation of professional Spanish-speaking librarians, including the National Minority Referral Network and the Committee to Recruit Mexican American Librarians' graduate Institute. The ramifications of continued underrepresentation in Spanish-speaking communities are also revealed (12 references).

1980s

DeLoach, Marva LaVerne. 1980. The Higher Education Act of 1965, Title II-B: The fellowships/traineeships for training in Library and Information Science Program: Its impact on minority recruitment in Library and Information Science education. Doctoral dissertation, University of Pittsburgh.

DeLoach's dissertation proposal outlines her study evaluating the effects of Title II-B fellowships/traineeships against their goals and address questions about minority education as outlined in prior LIS literature. Specific questions, assumptions, definitions, study limitations, methodology and a 39-item list of references that DeLoach will use in her dissertation are listed. A survey tool and 28-item bibliography are also included.

Grover, Mark L. 1983. Library school recruitment of Spanish-speaking Americans: Problems and prospects. *Catholic Library World*, 55 (4): 163-68.
Grover focuses on the problem surrounding the recruitment of Spanish-speaking Americans into librarianship. Reasons for the failure of recruitment programs, the individual librarian's role in (knowing or unwitting) library recruitment, the effect of work experience, the promotion of library schools recruitment of minorities to the graduate LIS programs, and recommendations on how the U.S. government could encourage minorities to pursue librarianship are also discussed (17 references).

DeCandido, Graceanne A. 1988. Mentor program to recruit Hispanics to librarianship at UCLA. *Library Journal,* 113 (September): 108.
The burgeoning REFORMA/UCLA Mentor Program, which pairs Hispanic librarians with Hispanic youth to encourage them to choose and prepare for librarianship as a career, is discussed. The points of the successful program, including mentoring, personal contact, and the importance of recruiting bilingually and biculturally are highlighted.

Scarborough, Katie and Constance W. Nyhan. 1988. Meeting the need for librarians: The California library school recruitment project. *Library Journal*, 113 (17): 44-49.
Scarborough and Nyhan relay the particulars of California's state-wide initiative to recruit qualified employees into librarianship. Results of a survey that was created to gauge the current and future areas of growth in the field are discussed, including the issue of ethnic disparities and salary levels (2 references).

Josey, E.J. 1989. Minority representation in library and information science programs. *The Bookmark*, 1 (Fall): 54-57.
Within the context of LIS education in the state of New York, Josey discusses implications of demographic shifts and declining minority enrollment in postsecondary education. Josey suggests a recruitment strategy that includes awareness programs, funding, collaborating with research and public libraries, and retaining minority students (4 references).
Note: An abbreviated version of this article is printed as "E.J. Josey recommends recruitment strategy" in Library Personnel News, *5(1):6.*

1990s
Applegate, Jimmie R. and Michael L. Henniger. 1991. Recruiting minority students: A priority for the 1990s. In *Educating Black Librarians: Papers from the 50th Anniversary Celebration of the School of Library and Information Sciences, North Carolina Central University*, edited by B.F. Speller, Jr. Jefferson: McFarland & Company, Inc.
This chapter, included in a book chronicling the education and training of Black librarians, discusses the continuing underrepresentation of minorities and the societal and economic barriers to leveling racial disparities in higher education. The authors identify five tasks that must be completed to eradicate these barriers (22 references).
See Library Education, 1990s for monograph citation.
See Library Education, 1990s and Recruitment and Retention—Workplace/Career, 1990s for chapter citations.

Knowles, Em Claire and Linda Jolivet. 1991. Recruiting the underrepresented: Collaborative efforts between library educators and library practitioners. *Library Administration & Management*, 5 (4): 189-193.
Noting that "minority populations" are quickly becoming the majority in the United States, the authors affirm that library professionals should be proactive in recruiting a workforce that includes members of underrepresented groups. Efforts of graduate schools, changes in LIS curricula, publicizing the professional, collaboration with libraries, and library education funding are explored as tools for effectively recruiting minority populations to a career in libraries. One table is included (15 references).

Recruitment and mentoring programs for African-Americans developed in California. 1991. *College and Research Libraries News*, 52 (10): 650.
The California Librarians Black Caucus of Greater Los Angeles and the Graduate School of Library and Information Science at UCLA developed a recruitment and mentoring program for African Americans. This short article publicizes the program's goals and reviews the funding avenues, efforts and planning it took to implement the program, which had an inaugural group of 13 mentor/protégé pairs.

Abdullahi, Ismail. 1992. Recruitment and mentoring of minority students. *Journal of Education for Library and Information Science*, 33 (4): 307-310.
This short article offers proposes ideas for implementing a recruitment program, developing funding and support services, and mentoring. Six goals for mentors are also included (7 references).

Brown, Lorene B. 1992. Student admission and multicultural recruitment. *Journal of Library Administration,* **16 (1/2): 109-122.**
Brown reviews the history of minority enrollment in LIS programs and focuses on the future demographic picture of minorities in the United States and the implications for LIS education. Enrollment patterns of students in the four groups of protected classes, and Brown offers five guidelines with which library schools can use this information to improve and manage their multicultural recruitment and admission programs. Six tables and 1 figure are included in this work (9 references).

Buttlar, Lois and William Caynon. 1992. Recruitment of librarians into the profession: The minority perspective. *Library and Information Science Research.* **14 (3): 259-280.**
Buttlar and Kent's study is twofold: to learn what factors lead minority librarians to pursue a career in librarianship and to understand what kinds of recruiting strategies are most effective for recruiting minorities to the field. The study's methodology and findings are discussed. Recommendations on what library schools can do to improve recruitment are included, and data are illustrated with the help eight tables. One appendix—the questionnaire used in the study—is also included (46 references).

Crowley, Terence. 1992. Minority students at GSLIS: The Carnegie experiment. In *Ideals and Standards: The History of the University of Illinois Graduate School of Library and Information Science, 1893-1993.* **Urbana-Champaign: University of Illinois at Urbana-Champaign, Graduate School of Library and Information Science.**
In 1969, the library school at the University of Illinois at Urbana-Champaign was one of the few schools that created a program to recruit and mentor minority students. Details of the two-year program, which began in 1970 with the admittance of eleven "Carnegie scholars" are disclosed, including challenges incurred at the beginning and the steps taken to resolve them. Details of the program's second year, which saw the admission of 19 students and more activism are also summarized. The author also gives the current status and accomplishments of some graduates of the program (4 references).

Reeling, Patricia G. 1992. Doctorate recipients in library science: How they compare with doctorate recipients in other disciplines. *Journal of Education for Library and Information Science,* **33 (4): 311-329.**
Using data from the National Research Council's *Survey of Earned Doctorates* (an annual publication), Reeling looked at developments in the conferring of doctoral degrees, gathered demographic characteristics of LIS doctoral graduates, and determined differences in doctoral recipients who want to teach and those who planned to pursue other careers. LIS school deans and directors were also interviewed with a focus on their perceptions of the major obstacles in recruitment and retention of LIS doctoral students. The study concludes with six recommendations and includes five tables and 3 charts (22 references).

Grady, Jenifer Lyn. 1993. Minority recruitment in schools of Information and Library Science: The methods used and the reasons students choose particular schools. ERIC Document ED382194.
Grady's Master's paper includes a literature review of minority recruitment in the field of LIS and centers around her research determining if there is a relationship between LIS education programs' minority recruitment strategies and factors that make minority students choose to attend certain schools. The methodology and results of her study are summarized, and suggestions for further research are given (29 references).

Jennings, Kriza A. 1993. Recruiting new populations to the library profession. *Journal of Library Administration,* **19 (3/4): 175-91.**
Synthesizing diversity and recruitment literature from the areas of business and industry, Jennings discusses the effects demographics has had on these sectors and the strategies that have been created in these areas. The effect of demographics on higher education is also discussed along with issues of recruitment and retention. Jennings maps demographic shifts onto the field of librarianship and links these shifts to recruitment and retention of minority librarians. Obstacles to recruitment and retention in higher education and librarianship are discussed, along with recommendations on overcoming challenges in both arenas (26 references).
Published simultaneously in Libraries as User-Centered Organizations: Imperatives for Organizational Change, *edited by M. Butler. Binghamton: Haworth Press.*

Josey, E.J. 1993. The challenges of cultural diversity in the recruitment of faculty and students from diverse backgrounds. *Journal of Education for Library and Information Science,* **34 (4): 302-311.**
Josey discusses the increase in minority groups and the its implications for the future of the American workforce; particularly in the LIS field. Racism, the importance of minority faculty on university campuses, and a challenge to renew a commitment to recruiting minority students in LIS and meet the challenge of diversity is issued (12 references).

Sterling, Stephanie L. 1993. Recruiting minorities for librarianship: Issues and strategies revisited. In *Culture Keepers: Enlightening and Empowering Our*

Communities, **edited by S.F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

While there are many good recruiting programs, librarianship is still overlooked as a viable career by African Americans. Challenges to recruitment (professional image of librarianship, salary, status, and cost of education) and strategies that could mitigate these obstacles are discussed.
Presented in 1992 at the First National Conference of African American Librarians, Columbus, OH.
See General Works, 1990s for proceedings citation.

Hunter, Tracey Joel. 1994. *Not new, just different: An Assessment and Future Outlook of the Recruitment of People of Color from the 1992-1993 American Library Association Minority Fellow's Perspective*. **Chicago: American Library Association.**

During Hunter's term as an ALA Minority Fellow (Hunter is the third fellow and first male in the program), he focused on recruitment of minorities to librarianship. A result of his work was a questionnaire, which he created to determine the enrollment numbers of people of color in library programs, learn more about the presence and administration of monies used to recruit minorities (including scholarships), compare schools' recruitment strategies and learn which are the most successful, and understand the future plans of these institutions to recruit minorities. The study's findings are summarized, and Hunter discusses the implications of the study and suggests a plan for the future. Three appendices are included in the report.

McCook, Kathleen de la Pen a, Kate Lippincott, and Bob Woodard. 1997. *Planning for a Diverse Workforce in Library and Information Science Professions*. **Revised Edition**. **In ERIC at EBSCOHost [online database] Cited 26 November 2007.**

A closer examination of specific portions of the Association of Library and Information Science Education's (ALISE) annual report is taken so that those creating diversity-centered programs have better fundamental data to work from, and appropriate focus can be made on certain groups. Ten tables are included along with two appendices: a bibliography of key article on minority recruitment, and the responses of 21 universities that participated in a minority recruitment survey.
Note: This work is also known as a publication by the same name, published by University of South Florida, School of Library and Information Science, Research Group.
See also, Recruitment and Retention– Workplace/Career,1990s.

2000s

Escobar, Hector Jr. 2002. Four years of progress: the Spectrum Initiative leads on. *American Libraries*, **33 (7): 16-17.**

A report of the Spectrum Initiative's fourth annual Spectrum Leadership Institute is given. Escobar, a 1999 Spectrum scholar, also reviews the history of the Spectrum Initiative—a program created to offer financial and other support to African American and ethnic people who are interested in pursuing librarianship—and offers an update on the program's current accomplishments. Current and former Spectrum Scholars are tapped to give their ideas on the importance of the Spectrum Initiative and how the program has impacted their careers and librarianship overall. Similar programs that have been inspired by the Spectrum Initiative are also mentioned.

Webster, Linwood. 2002. The missing minority presence—minorities, technology, and recruitment to top ranked American Library Association information and library science programs. Master's thesis, University of North Carolina at Chapel Hill.

Integrating the concerns regarding minority presence in higher education and the pursuit of advanced degrees (the MLIS in particular), Webster's thesis study revolves around the issues that affect how minorities choose their education and career paths in information technology and LIS.
The methodology, results and implications of the study are discussed, and the thesis concludes with recommendations for increasing minority attendance in LIS schools. The thesis includes two figures, ten tables, and three appendices (21 references).

Perry, Emma Bradford. 2004. Let recruitment begin with me. *American Libraries*, **35 (5): 36-38.**

Perry reminds readers of the continuing concern surrounding librarian shortages and the persistent need for a diverse workforce, noting that ALA's Spectrum Initiative on its own cannot be expected to make up either difference. She discusses Southern University's commitment to mentoring and recruitment to LIS through the institution's collaboration with Louisiana State University's Graduate School of Library and Information Science. The interweaving of active recruitment as a mission among every Southern University librarian and in the library's administration is evident through its flexibility, financial support, and mentor programming. Librarians who have benefitted from the program discuss their experiences, and future plans for the LSU and Southern University's continued collaboration are mentioned.

Neely, Teresa. 2005. Minority student recruitment in LIS education: New profiles for success. In *Unfinished Business: Race, Equity, and Diversity in Library and Information Science Education*, **edited by M.B. Wheeler. Lanham: Scarecrow Press.**

Neely discusses barriers that generally impede the general public from choosing librarianship as a career (image of

librarians, lower salaries and increased competition) and takes a special look at factors that challenge the recruitment of minorities (lack of minority faculty, homogeneous LIS curriculums, limited financial support, and unfocused and inconsistent recruitment attempts). The continuing presence of racism is also of concern. Neely includes statistical data to track U.S. minority demographics and MLS degree completion, noting that consistent tracking and observation of these data will be key in understanding the presence of minorities in librarianship in the future, and she summarizes the latest models outlining successful recruitment efforts (74 references).
See Library Education, 2000s for monograph citation.

Kim, Kyung-Sun and Joanna Sei-Ching Sin. 2006. Recruiting and retaining students of color in LIS programs: Perspectives of library and information professionals. *Journal of Education for Library and Information Science,* **47 (2): 81-95.**
The authors conducted a study to determine useful recruitment and retention strategies for students of color in LIS education. The study's methodology and findings are disclosed, and Kim and Sin conclude their work by identifying three important recruitment strategies and three broad areas of retention planning, and hint that different ethnic groups have certain preferences for recruitment. Five tables are included with the report (38 references).

Roy, Loriene, Glendora Johnson-Cooper, Cynthia Tysick, and Daisy Waters. 2006. *Bridging Boundaries to Create a New Workforce: A Survey of Spectrum Scholarship Recipients, 1998-2003* **[cited 30 December 2008]. Available from http://www.ala.org/ala/aboutala/offices/diversity/spectrum/spectrumsurveyreport/BridgingBoundaries.pdf**
The methodology and results of a survey disseminated to Spectrum Scholar recipients are published in this report. Insights regarding what circumstances led the recipients to choose a career in librarianship, how they learned about the Spectrum Scholarship and how they chose which LIS program to attend are all found in this piece. The participants' current employment status and affinity for LIS professional affiliations is also uncovered. Results are divided into three areas (all scholars, scholars who've completed their program, and scholars who did not complete their program or are not enrolled). Participants' views of the strengths and weaknesses of the Spectrum program are exposed, and the report concludes with recommendations for LIS professionals and groups who want to cultivate a diverse staff. (7 references).

Jefferson, Julius, Damon Austin, Stanton F. Biddle, Alma Dawson, Johnnieque B. (Johnnie) Love and Beacher Wiggins. 2008. The Black male librarian… an endangered species. Panel session presented at the American Library Association National Conference, Anaheim California. [cited 3 September 2008] Available from http://presentations.ala.org/index.php?title=Saturday%2C_June_28
Jefferson's discussion of the dearth of Black male librarians takes its lead from the American Library Association's 2007 *Diversity Counts* report. The presentation breaks down the paucity of Black male librarians (only 572 out of 110,000 credentialed LIS professionals), and recounts the important historical and current roles of Black male librarians in American, Black American, and library history and culture.

Julius Jefferson interview by Dan Pashman and Alison Stewart, *Bryant Park Project***, National Public Radio, June 27, 2008. [cited 19 August 2008] Available from http://www.npr.org/templates/story/story.php?storyId=91955374**
Jefferson discusses his intent to bring the plight of the significantly low numbers of African American male librarians to light during this 8 minutes and 38 seconds long interview on National Public Radio. The imperative to recruit males to the field is mentioned, and Jefferson advocates the importance of minority librarians to ethnic and racially diverse communities.

RECRUITMENT AND RETENTION −WORKPLACE/CAREER

1930s
Curtis, Florence Rising. 1935. Librarianship as a field for Negroes. *Journal of Negro Education,* **4(1): 94-98.**
Curtis talks about the factors that have promoted and deferred the field of librarianship as a career for African Americans. Carnegie building funds, an increase in need by historically black colleges and universities, and in tandem, the slow creation of jobs for recent graduates and lowered funding for public school libraries are discussed. Curtis gives some statistics about the job status of recent African American LIS graduates and exposes the problems of placement for LIS schools. The article concludes with Curtis' three predictions for the future employment of African American librarians.

1970s
Childers, Thomas and Kathlyn Adams. 1972. Recruitment of minorities. *American Libraries,* **3 (6): 612-621.**
The "most important" comments from the 1971 Preconference on the Recruitment of Minorities are gathered and shared with readers. Various economic facts, anecdotes, factors that impact recruitment, library education, and recommendations are all summarized or offered verbatim in order for the reader to understand the tone and urgency of the need for a diverse workforce in librarianship, and what is impeding progress toward this goal.

Havens, S. 1971. Parity now! A report on the preconference on the recruitment of minorities. *Library Journal,* **96: 2452-2453.**
Havens reports on the events of the Parity Now preconference institute, which focuses on minority recruitment, retention and advancement in library education and in the workplace. Topics covered at the morning and evening problem-solving roundtables are summarized, as are synopses of discussions on recruitment programs (and the challenges therein), the general U.S. workforce and the holistic inclusion of minorities within the economy, and the importance of setting solid goals to reaching parity in librarianship.

School of Library and Information Science, State University of New York at Genesco. 1973. *Parity now: Proceedings of the A.L.A. Pre-conference Institute on the Recruitment of Minorities.* **Genesco: School of Library and Information Science, State University College of Arts and Science.**
The program notes, speeches, roundtables, problem-solving group sessions, and panel discussions that took place at this Institute are collected in this publication. Speakers at this institute, which took place in Dallas, Texas on June 17-19, 1971, include Virginia Lacy Jones and officials from the U.S. Department of Education and the U.S. Department of Labor.

Josey, E.J. and Kenneth E. Peeples, Jr. 1977. *Opportunities for Minorities in Librarianship.* **Metuchen: Scarecrow Press.**
This six-part monograph is divided by racial/ethnic group (Native American, Chicano, African American, Puerto Rican, and Asian American) and a general section on minority library specialists. Opportunities in all types of libraries, include school and media centers, are included. The last part of this book focuses on special careers in librarianship, including automation, government librarians, and information specialists. Josey and Peeple's edited work concludes with an index.

Trejo, Arnuljo D. and Kathleen. L. Lodwick. 1978. Needed: Hispanic librarians—a survey of library policies. *Wilson Library Bulletin,* **53 (3): 259-266.**
Noting that recent ALA surveys state that Spanish-surnamed people are not being actively recruited to LIS relative to their availability in college graduates, the authors create a study at the University of Arizona to confirm if there is a need for Spanish-speaking librarians and the most effective recruitment strategies to use should there be a need. Two questionnaires were sent: one to public library directors with different pockets of Hispanic heritage peoples, and another to Hispanic-heritage library/media specialists. Particularly interesting in the methodology of this survey:

a way to determine if answers given to an Anglo-surnamed researcher differ to those given to a Spanish-surnamed researcher. Results of the study and the questions raised by the results are discussed (3 references.)

1980s

Güereña, Salvador. Recruiting Latino library professionals: Un desafio y un deber. *Alternative Library Literature,* **(1984-1985): 23-26.**
Despite even the most targeted and intensive recruitment efforts, bringing Latinos into librarianship remains at a standstill. Güereña rehashes the statistics and proceeds to identify the problem's source (a disconnect between library schools and practicing librarians) and evaluate recruitment strategies. Successful recruitment programs for Latinos are discussed, and current events regarding activity surrounding internal recruitment programs and cooperative programs are reviewed. Güereña notes that the best solutions to increasing Latino representation in librarianship will come from the organizing at the national level and creating collaborative relationships with associations in higher education and with individuals—starting with librarians themselves.

McIsaac, Marina Stock, Radford Quamhongnewa and Ruth Finneman. 1984. Native American School library professionals: An unmet need. *School Library Journal,* **30: 38-41.**
The authors address ways that libraries can help improve the education and information needs of American Indians with particular focus given to the Native American population in Arizona. The four roles that help reservation-based library media professionals meet the information needs of that community are outlined, and the need for active and long –term recruitment of Native Americans to librarianship is discussed (14 references).

Boissé, Joseph A. and Connie V. Dowell. 1987. Increasing minority librarians in academic research libraries. *Library Journal,* **112 (7): 52-54.**
The impetus, creation, and implementation of an internship at the University of California, Santa Barbara is discussed. The program's emphasis is on blacks and Hispanics due to underrepresentation of these groups in librarianship, and the article highlights the program's goals, how it initiated the recruitment process; and how the program was marketed. Other concerns, including the allocation of more resources and mentoring, are also evaluated (5 references).

Raddon, Rosemary. 1987. Black and ethnic minority staff: Issues of recruitment and training. *Public Library Journal* **112 (4): 62-66.**
The author penned this article with a specific focus on issues of recruitment and training of black and ethnic librarians as they relate to society and service. An overview of the

current patterns of recruitment, training, and an evaluation of both are offered (22 references).

Randall, Ann Knight. 1988. Minority recruitment in librarianship. In *Librarians for the New Millennium*, edited by W. E. Moen and K. M.Heim. Chicago: American Library Association.

The second chapter in Moen and Heim's book takes a look at social and demographic issues, the consequences of marginalizing educational opportunities for minorities, and the effects of racism and their impact on affected groups. After a brief review of minorities' status in higher education, Randall identifies key concerns that exacerbate the problems of recruiting these groups into librarianship. Job recruitment and concerns about equity are also discussed, and Randall proposes seven goals that can strengthen minority representation in LIS (33 references).

1990s

Beaudin, Janice, et al. 1990. Recruiting the under-represented to academic libraries: Challenges and opportunities. *College and Research Libraries News* 51 (11): 1016-1028.
See Reports, 1990s.

Burrows, Janice H., Kriza A. Jennings, and Brigid C. Welch. 1990. Minority recruitment and retention in ARL Libraries. SPEC Kit 167. ERIC Document ED332717.

The results a study conducted in 1990 by ARL's Office of Management Services is revealed in this kit. The survey focuses on cultural diversity practices of ARL libraries, including hiring activities, job advertising, and recruitment barriers. Recruitment and retention strategies and internship opportunities are also discussed. The kit contains recruitment planning documents and procedures, contact lists, internal recruitment strategies, or minority recruitment internship information from 23 academic libraries.

Echavarria, Tami. 1990. Minority recruitment: A success story. *College & Research Libraries* 51 (10): 962-964.
Echavarria writes about the impact of previous library work experience and having role models play in minority undergraduates' decision to pursue librarianship education and careers. From that knowledge, the University of California, San Diego created a recruitment program targeting undergraduate minority students (Undergraduate Student Internship Program). The article includes brief details about the program (4 references).

Kendrick, Curtis et al. 1990. Minority internship/scholarship in library and information science. *College and Research Libraries News*, 51 (10): 965- 972.
The Minority Internship/Scholarship in Library and In-

formation Sciences (MILIS) program, created at the State University of New York, Stony Brook, is discussed. The program was created for minority undergraduate students who are interested in a career in LIS. Catalysts for the program, creation, publicity and recruitment strategies, intern selection and program component details are also reviewed. The article concludes with ideas for the MILIS program expansion. The article includes three tables and 2 appendices (6 references).

Knowles, Em Claire. 1990. How to attract ethnic minorities to the profession. *Special Libraries*, 81(2): 141-145.
Knowles uses her experience meeting the Special Library Association Affirmative Action Committee's challenge to find talented ethnic librarians and offers three major foci: outreach, networking within the LIS field, and developing a commitment to diversify the workforce through mentoring. Ongoing programs and efforts in libraries are also discusses and Knowles concludes with a challenge that LIS practitioners continue to find ways to attract ethnic and minority librarians to the field (8 references).

Wright, Joyce C. 1990. Recruitment and retention of minorities in academic libraries: A plan of action for the 1990s. *Illinois Libraries*, 72 (8): 621-25.
Wright offers strategies focusing on attracting minorities to librarianship. Visiting high schools to begin early recruitment, implementing statewide programs (ex. California Library School Recruitment Project in 1984/85), internships, institutional recruiting programs, and networking are discussed. The importance of mentoring is also noted as a tool for retaining minority librarians (16 references).
Published in 1991 as a chapter in Educating Black Librarians, *edited by B.F. Speller Jr. Jefferson: McFarland & Company, Inc. See Library Education, 1990s for monograph citation.*

Echavarria, Tami. 1991. More minority librarians: A recipe for success. *Library Personnel News*, 5 (1): 2-3
Recognizing that there is a consistent shortage of minority librarian applicants in the workforce, the University of California, San Diego developed the Undergraduate Student Internship Program as a tool to recruit undergraduate minority students into librarianship as a career choice. Echavarria explains how the program works and discusses efforts being made by ALA to target minority recruitment and create a workforce that reflects the world in which library professionals work (2 references).

Gomez, Martin. 1991. Recruiting for diversity: A growing concern. *Library Personnel News*, 5 (1): 1-4, 6.
Citing demographic projections by the year 2000, Gomez promotes the idea that LIS educators work to prepare curriculum that adequately prepare students from diverse backgrounds to enter the profession and effectively serve their

communities. Concerns about minority underrepresentation in librarianship, the status of minority representation in elected ALA offices and programming, and recruitment efforts from ALA and its ethnic divisions are reviewed.

Jennings, Kriza. 1992. Perspectives on minority recruitment. *ARL: A Bimonthly Newsletter of Research Library Issues and Actions*, **162 (May 1): 5.**
Jennings, the ARL Office of Management Services Diversity Consultant, highlights two barriers to minority recruitment as revealed in SPEC Kit #167, and notes another challenge: how to promote available jobs to minority librarians. Jennings discusses her views for consideration in an effort to improve or create successful recruitment tools; among them: using professional library organizations to outreach to minority librarians who may not be active, keeping in mind a librarian's individual skill set, interests, and background, and using informal networks. Considering geographical preference and recruiting from all types of libraries are also ways to identify qualified applicants.

Jennings, Kriza. 1993. Minority recruitment: Assuring diversity in the work place. *ARL: A Bimonthly Newsletter of Research Library Issues and Actions*, **166 (January): 11-12.**
This short article identifies the most identified concerns surrounding minority recruitment: recruitment to the profession, to library school, to professional associations, and to ARL libraries. Jennings focuses on some factors that impede personnel directors in their quest to hire minority applicants, and reminds readers that successful recruitment also includes strong retention efforts.

Mersky, Roy M. 1993. AALL and the road to diversity: providing opportunities in law librarianship for members of minority groups. *Law Library Journal*, **85 (4): 859-866.**
Mersky writes about his views on why diversity is so important, especially with regard to growing membership and leadership in AALL. He reviews AALL's efforts to increase scholarship funding and create internship and mentoring programs, and explains the goals of AALL's Committee on Recruitment, which include increasing the Association's minority membership and supporting professional development. He also gives a brief overview of other professional library associations' efforts regarding cultural diversity.

Wright, Joyce C. 1993. Recruitment of minorities by academic libraries: An overview. In *Culture Keepers: Enlightening and Empowering Our Communities*, **edited by S. F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

Focusing on the fifteen recommendations from ACRL's Task Force on the Recruitment of Underrepresented Minorities, Wright examines what actions have been made and looks at what academic libraries are doing to improve minority recruitment. Programs and efforts made by the University of Delaware, the University of Michigan, and the State University of New York are mentioned, and Wright challenges even more library administrators and other university officials to become more involved in realizing the Task Force's recommendations (9 references).

Díaz, José and Kristina Starkus. 1994. Increasing minority representation in academic libraries: The minority librarian intern program at the Ohio State University. *College and Research Libraries*, **55 (1): 41-46.**
Ohio State University implemented a campus-wide affirmative action plan, and as a part of the plan, the dean of the OSU library appointed a committee that was charged with the development and implementation of an internship program for recently graduated minority librarians. Details and an analysis of the two year program are presented along with recommendations for increasing minorities in academic libraries (14 references).

Martin, Lynne M. and Barbara J. Via. 1994. Looking at the mirror: Reflections on researching the recruitment of minority librarians to the profession in "LISA" and "Library Literature" on CD-ROM. *Reference Librarian*, **45/46: 253-278.**
Focusing on two prominent LIS indexes—Library and Information Science Abstracts (LISA) and Library Literature—the authors focus on index access to LIS literature regarding recruitment of minority librarians. The problems of ever-changing contextual meanings in the context of race and ethnicity, and the challenges they present to indexing and retrieval is discussed. The authors analyze the indexing of twelve LIS articles on minority recruitment in LIS, compare the two tools, and conclude that coverage of a vital topic is scant and inconsistent—an omen to both LIS professionals and library users in their quest for resources on the issue of diversity in libraries (31 references).
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for monograph citation.

Wheeler, Maurice Benjamin. 1994. African American faculty perceptions of recruitment, retention, and tenure processes and practices in United States ALA accredited library and information science programs: A descriptive study. Doctoral dissertation, University of Pittsburgh.

Wheeler reviews general and LIS literature on affirmative action and African American faculty and replicates major components of another study to determine which key factors may have an impact on African Americans' entry and promotion within LIS faculty ranks. Characteristics of African American faculty members in ALA accredited schools, their perceptions regarding retention, tenure, and racial climate are also addressed. Wheeler concludes with seven recommendations, and data are analyzed and illustrated within 41 table. The dissertation includes six appendices (147 references).

Thorburn, Karen. 1995. Find 'em or grow your own: recruitment and retention of minorities in the library profession. In *Mapping Curricular Reform in Library/Information Studies Education: The American Mosaic,* **edited by V.L.P. Blake. Binghamton: Haworth Press.**

Thorburn's article rests on a four-pronged thesis that calls for LIS professionals, educators, and administrators to recognize problems within librarianship, create consistent solutions, and work to impact long and short term goals that affect minority recruitment and retention in librarianship. Strategies, including better pay or other career incentives, and broadening your search to different titles (ex: instead of "reference librarian", try "Outreach services") are offered as a way to bring in otherwise overlooked qualified minority professionals.

Published simultaneously in Public and Access Services Quarterly, *1(3):105–*

Wheeler, Maurice B. and Jaqueline Hanson. 1995. Improving diversity: Recruiting students to the library profession. *Journal of Library Administration,* **21(3/4): 137-146.**

Looking at the shrinking numbers of majority race students, the authors assert that recruitment of emerging majority (formerly "minority") students into librarianship is key to sustaining librarianship as a career field. Considering ALA's inability to recruit minorities despite a plethora of initiatives, the authors offer a solution: active recruitment of undergraduate student library employees. The Undergraduate Student Internship Program at the University of California-San Diego, is discussed (10 references).

Published simultaneously in Libraries and Student Assistants: Critical Links, *edited by W.K. Black. Binghamton: Haworth Press.*

Alire, Camila A. 1996. Recruitment and retention of librarians of color. In *Creating the Future: Essays on Librarianship,* **edited by S.G. Reed. Jefferson: McFarland & Company, Inc.**

After presenting data that show the demographic growth of minorities in the United States, Alire discusses the need for LIS professionals to ensure equitable access to both information and technology to these groups, who are historically the victims of poor education, social exclusion, and political disenfranchisement. The importance of updating programming, training library staff to recognize (and correct) overt, covert, and institutional and personal racism is discussed. Alire explains why recruiting librarians of color to the profession is important (not only to the profession, but to the groups these librarians are a part of), discusses how library schools can overcome the obstacles that they face in recruiting and retaining minority students. LIS curriculum and the personal responsibility of librarians to actively identify future librarians are also mentioned (17 references).

Caywood, Carolyn. 1996. It takes all kinds: calling for a diverse workforce isn't just "P.C.," it's also a solid recruitment strategy. *School Library Journal,* **42 (5): 56.**

Caywood discusses her frustration with the dearth of historical information on minorities for her students' research reports, and how such a lack of information impacts how students see the field of librarianship. Her concerns with sparse recruitment materials for young people are also discussed. Caywood contends that librarians should start recruitment with teenagers in order to diversify the future workforce in librarianship, and notes that a staging an aggressive and sensitive effort to recruit young library volunteers could be an effective first step for the future of librarians and the profession itself.

Peterson, Ray. E. 1996. *Recruitment and Retention of Minority Personnel and Trustees in Public Libraries.* **In ERIC at EBSCOHost [online database] Cited 26 November 2007.**

This 45-page handbook provides best practices for avoiding discrimination in library service, hiring and retaining personnel, and promoting equitable personnel policies in public libraries. Guidelines for assessing the current ethnic make-up of a staff, finding qualified candidates, and a checklist for ensuring diversity is included. Four appendices including a list of minority-oriented media conclude the work (10 references).

Alire, Camila A. 1997. Ethnic populations: A model for statewide service [and] It takes a family to graduate a minority library professional. *American Libraries,* **28 (10): 38-41.**

Alire writes two articles in one. The first item discusses Colorado's statewide initiative to increase minority usage of all kinds of libraries, with the understanding that the best way to do this is to hire minority staff. Included is a six-point model statement for public libraries outlining this and other priorities. Alire's second article discusses the importance of familial ties to minorities as a support

system, and that in order to attract and retain students of color, LIS schools must offer more than financial support. Simple recommendations for providing academic, advisement, and mentoring support for minorities are presented.

Brewer, Julie. 1997. Post-Master's residency programs: Enhancing the development of new professionals and minority recruitment in academic and research libraries. *College & Research Libraries,* **58 (6): 528-537**.
Brewer presents a study evaluating post-masters LIS residency programs by former residents. The study, which gathers data from a 60-question survey, focuses on recruitment, program design, and professional development, and attitudes. The results and implications of the study—particularly as it pertains to minority recruitment—are discussed, and 5 tables help illustrate the data (16 references).

McCook, Kathleen de la Pen a, Kate Lippincott and Bob Woodard. 1997. *Planning for a Diverse Workforce in Library and Information Science Professions.* **Revised Edition. In ERIC at EBSCOHost [online database] Cited 26 November 2007.**
See Recruitment and Retention- Library Education, 1990s.

Lippincott, Kate. 1997. Growing a diverse workforce in the library and information science professions. *ERIC Digest.* **In ERIC at EBSCOHost [online database] Cited 26 November 2007.**
This item recaps findings from Lippincott and Kathleen de la Pena's *Planning for a Diverse Workforce* …and accompanying *Library Schools and diversity: Who makes the grade?* works. A review of what LIS programs, professional library associations and organizations, and individual library and information science professionals can do to promote and sustain professional minority librarians and support staff is discussed (25 references).

Chandler, Yvonne J. 1998. Why is diversity important for law librarianship? *Law Library Journal,* **90 (4): 545-560.**
Couching the idea of the importance of diversity within the framework of President Clinton's Initiative on Race, Chandler discusses the impact of diversity in AALL, reminding readers of the association's strategic plan goals. A discussion focusing on the creation of a diverse workforce, the challenges of recruiting minority students, and issues in creating multicultural LIS curricula. Library services to diverse populations is also mentioned (31 references). *See General Works, 1990s for issue citation.*

Howland, Joan S. 1998. Diversity deferred. *Law Library Journal,* **90 (4): 561-575.**
Howland recounts her readings about Virginia Proctor Powell Florence's early career and her discovery of Magdalene

O'Rourke's essay regarding hiring practices in law libraries, both of which give a higher degree of exposure to the negligence of those practicing law librarianship when it came to inclusion and advocacy in fair employment. Howland compares LIS enrollment of minorities to Florence's time of matriculation and current hiring and recruitment practices to O'Rourke's shrewd observations in 1970 (23 references). *See General Works, 1990s for issue citation.*

Neely, Teresa Y. 1998. Diversity in conflict. *Law Library Journal,* **90 (4): 587-601.**
When strides toward diversity and inclusion are made, it is not without conflict. Neely discusses the historical foundation of diversity in America, traversing issues from the question of reparations for African American descendents of slaves to the more recent (if inadvertent) exclusion of tribal and native representation on Presidential advisory committees. The pervasive pushing of minority accomplishments in areas of film, music and literature to the fringes of American consciousness (except when they fit the stereotype of the minority in focus) are discussed, and Neely shows a similar vein in the realm of higher education. The author reminds readers to think about what diversity means, to remember how its impact is lessened as the definition gets broader, and offers four personal strategies for change(52 references). *See General Works, 1990s for issue citation.*

Robles, Patricia. 1998. Recruiting the minority librarian. *College & Research Libraries News,* **59 (10): 779.**
Although many recruitment and scholarship programs have been created to attract members of underrepresented groups to librarianship, Robles notes that numbers are still low and identifies late recruiting strategies as a major cause. Three early recruitment and retention strategies are offered (6 references).

Winston, Mark. 1998. Promotion and tenure: The minority academic librarian. *Leading Ideas: Issue and Trends in Diversity, Leadership, and Career Development.* **1, 5-9 [cited 24 February 2008]. Available from http://www.arl.org/bm~doc/li1.pdf**
Following a review of promotion and tenure guidelines as they pertain to academic libraries, Winston then discusses the implications of these guidelines to minority academic librarians. Hidden workloads and competing priorities are further complicated by the general underrepresentation of minorities in libraries and in higher education, assert the author. Solutions including enhanced recruitment, realistic performance expectations and the strengthening of mentorship opportunities are discussed. The article concludes with a list of additional readings (12 references).

Winston, Mark. 1998. The role of recruitment in achieving goals related to diversity. *College and Research Libraries,* **59 (3): 240-48.**

Winston looks at research done in LIS and other fields regarding factors that influence how people decide to pursue certain professions, and discusses how identifying these factors can enlighten and improve minority recruitment strategies in LIS. Recruitment theory, including characteristics of the library profession that move people to accept a role in librarianship, how the theory affects the field of LIS, and recommendations for using this theory in recruitment efforts are discussed (24 references).

Also presented as a Contributed Paper at the Association of College and Research Libraries' 8th National Conference, Nashville, Tennessee, April 11-14, 1997.

Edwards, Ronald G. 1999. Recruiting more minorities to the library profession: responding to the need for diversity. Association of *College and Research Libraries 9th National Conference Proceedings.* **http://www. acrl.org/ala/acrl/acrlevents/edwards99.pdf**

Scholars in the LIS field have written numerous papers, editorials, reports about diversity in librarianship, all of which have been followed up with the creation of committees and other work groups. Edwards notes, however, that incremental progress has been made in the context of recruiting minorities to the profession. Barriers to recruitment, including complacency and a willingness to hold to the status quo, racism, lack of marketing, and "credential inflation," are explained, and well as solutions to improving recruitment (11 references).

Howland, Joan. 1999. Beyond recruitment: Retention and promotion strategies to ensure diversity and success. *Library Administration and Management,* **13 (1): 4-14.**

Howland contends that simply recruiting minority librarians is not congruent to equal opportunity; particularly if those who are hired must leave their ethnic (or lifestyle, abilities, etc.) identities outside of the work environment (and outside of librarianship, period). An extensive evaluation on the importance of ensuring equity through supporting individuality, career advancement—including guidelines for reviewing promotion and tenure procedures—professional development, and mentoring is included (12 references).

Neely, Teresa Y. 1999. Diversity initiatives and programs: The national approach. *Journal of Library Administration,* **27 (1/2): 123-144.**

Neely provides an overview of ALA programs that are designed to encourage recruitment of minorities into librarianship, including the Spectrum Scholars and Spectrum Partners programs. The article also highlights the missions and roles of the ethnic caucuses of ALA in implementing these initiatives and takes a closer look at the evolving role of ALA's Diversity Officer in responding to programming and consultation concerns as needed. Other ALA-affiliated organizations and their diversity programs are also reviewed (22 references).

Published simultaneously in Managing Multiculturalism and Diversity in the Library: Principles and Issues for Administrators, *edited by M. Winston. Binghamton: Haworth Press.*

Reese, Gregory L. and Ernestine L. Hawkins. 1999. *Stop talking, Start Doing! : Attracting People of Color to the Library Profession.* **Chicago: American Library Association.**

Reese and Hawkins' 136-page book encompasses all areas of interest to those who are concerned about the future workforce in LIS. The five chapters in the work cover demographics, employment opportunities for minorities interested in LIS, how to use target-marketing as a recruiting tool, recruiting high school and junior high school level students, and LIS schools' role in recruiting ethnic students. Every chapter is written with emphasis from both scholarly sources and the authors' own experiences and perspectives, and many helpful guidelines and best practices are offered. The book concludes with a short bibliography and an index.

2000s

Jones, DeEtta. 2000. North American demographic shifts and the implications for minority librarian recruitment [cited 10 January 2008]. Available from http://www.arl.org/bm~doc/demograph.pdf

See Reports, 2000s.

Acree, Eric Kofi et al. 2001. Using professional development as a retention tool for underrepresented academic librarians. *Journal of Library Administration,* **33 (1/2):45-61.**

Using a University of Minnesota training internship and residency program as a model, the authors to highlight factors that help underrepresented librarians progress through their careers. The authors also expose obstacles to advancement and offer recommendations on eliminating them. The authors suggest that because of the lack of diversity in librarianship, particularly when it comes to middle- and upper-management strata, creating and using professional development—including technology and leadership workshops—could be a helpful tool in the successful effort to simultaneously recruit, promote and retain librarians of color (34 references).

Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*

See Diversity and Multiculturalism, 2000s.

Alire, Camila A. 2001. The New Beginnings program: A retention program for junior faculty of color. *Journal of Library Administration,* **33 (1/2): 21-30.**

Alire presents information about the New Beginnings program at the University of Colorado. The program focuses on providing an academic support system to junior teaching and library faculty members of color and offers programming every semester that covers the basics of tenure and promotion, research and publishing tips, and grant writing. An evaluation and overview of the challenges of this program are discussed (16 references).
Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*
See Diversity and Multiculturalism, 2000s.

Musser, Linda R. 2001. Effective retention strategies for diverse employees. *Journal of Library Administration,* **33 (1/2):63-72.**
Factors that impact why staff from diverse backgrounds stay or leave a work environment is the focus of this article. General tips for creating a survey instrument to create or improve retention efforts are given; and tools that help retain staff are identified, including mentoring, networking, research support, and a welcoming workplace. One figure and one table is included (20 references).
Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*
See Diversity and Multiculturalism, 2000s.

Berry, John W. 2002. Addressing the recruitment and diversity crisis. *American Libraries,* **33 (2):7.**
ALA President Berry's message includes two foci—the graying LIS profession and the need to fill spots left by retiring baby boomers; and the importance of ensuring that the library workforce reflects the communities they serve. Several programs, including the Campaign for America's Libraries and the Spectrum Initiative, along with state-wide projects, are discussed. Berry challenges library professionals to recruit at least 2 new librarians a year and reminds readers of the role of ALA's Office of Human Resource Development and Recruitment in that effort.

Revels, Ira, Leroy J. LaFleur, and Ida T. Martinez, 2003. Taking library recruitment a step closer: Recruiting the next generation of librarians, *Reference Librarian* **39 (82): 157-69.**
The implementation of the Cornell University Library Junior Fellows program is explained. The authors outline the six-week program, created to introduce high school students to academic librarians and librarianship. Curriculum, recruitment and participant selection, program outcomes, and obstacles encountered during implementation are all

revealed. Participant demographics and a sample day outline are included in two tables (5 references).

Spencer, R.E.L. 2002. Saying something about race: Models for minority recruitment. *American Libraries,* **33(7): 54.**
Spencer's small article offers five guidelines for recruiting minorities to librarianship, including knowing what to say, building credibility with the community, gathering information, and directly inviting the students you want to have to your institution.

Verny, Carol. 2002. Ohio goes recruiting for minority librarians. *American Libraries,* **33 (7): 52-55.**
Verny updates readers on the Ohio Library Council's production of two videos aimed at recruiting minority librarians: The first video, *Me? A Librarian?* Is aimed at young people and teenagers; and the second video, *Looking for Leaders in the Information Age* is geared toward an older audience. Both videos were made possible with grants from the Library Services and Technology Act (LSTA). The article concludes with information on how to purchase the videos.

Stevens, Jen and Rosemary Streatfeild. 2003. Recruitment and retention. Washington, DC: Association of Research Libraries, Office of Leadership and Management Services. SPEC Kit 276 [cited 24 February 2008]. Available from http://www.arl.org/bm~doc/spec276webbook.pdf
The results of a survey sent to ARL member libraries are disclosed in this SPEC Kit. The survey, designed to gather information about "recruitment and retention concerns and techniques…" is portioned into three parts: recruitment and recruitment strategies, retention and retention strategies, and techniques that libraries can use to encourage employees to seek an MLIS and advance within the institution.

Turock, Betty J. 2003. Developing diverse professional leaders. *New Library World,* **104 (11/12): 491- 498.**
Pulling from four areas of literature and research (feminist, historical ideas in leadership, factors effecting minority recruitment, and relationships between educators and practitioners to increase diversity), Turock reveals how a diverse workforce—including diverse leadership—can be developed for the library profession. A model and the creation of an international program for collaboration and fairness is outlined (16 references).

American Library Association Diversity Council. 2004. Mentoring for a diverse leadership. Panel session at the American Library Association National Conference, Orlando, FL.
According to a report from Cecilia Siu-Wah Poon, CALA Representative to the ALA Diversity Council, a group

of panelists discussed strategies for developing leadership through mentoring. Panelists Joan Howland and Dr. Howard McGinn shared tips about creating a successful mentoring program and best practices for informal mentoring relationships. Titiana de la Tierra discussed the REFORMA mentoring program and Spectrum Scholar Aisha Harvey talked about the mentee perspectiv
Cawthorne, Jon* et al. 2004. Attracting minority librarians to academic libraries. Presented at the American Library Association National Conference, Orlando, FL. ±
This session covered the several strategies to attract minorities to the academic library. The panel discussed their experience with internships and residencies as a specific way to increase the numbers of qualified candidates from diverse backgrounds. The panel also shared advice for people who wanted to start their careers in an academic setting.

Adkins, Denice and Lisa K. Hussey. 2005. Unintentional recruiting for diversity. *Public Libraries*, **44 (4): 229.**
Using qualitative methods, the authors use data from three projects focusing, respectively, on Latino librarians, Latino undergraduate students, and Latina and Native American library school students about their experiences gaining LIS education, how students felt about libraries or becoming a librarian, and why the students enrolled in graduate LIS programs. Knowing a librarian or working in a library, positively affecting others through service, and the presentation of librarianship as a respectful profession is discussed as tools for intentional recruiting of diverse populations. Four deterrents and four recruitment strategies for librarianship are offered (15 references).

Darby, Lakeshia. 2005. Abolishing stereotypes: Recruitment and retention of minorities in the library profession. *Rural Libraries*, **25 (1):7-17.**
Noting that the librarian stereotype surrounds a person who is "white, old, and unfriendly," Darby states that much could be done to negate a stereotype that not only goes against the important work of library professionals—it impacts the ability of the profession to diversify its ranks. The history of diversity in LIS is reviewed along with guidelines on recruiting minority students, and an overview of programs created to stimulate recruitment in librarianship is offered (28 references).

McLaughlin, Michael. 2005. The need for American Indian librarians. *Native American Times*, **11 (42): 8-17.** *Versed: the Bulletin of the Office for Diversity American Library Association.*
McLaughlin states that stereotypes about American Indians still exist in America, and because much information about this group is housed in American libraries, there must be American Indians in the LIS ranks to help patrons navigate this information. Issues of classification, which generally include rules that subjugate Native American history are discussed, and a brief history of the Indians in America is offered. McLaughlin notes that even in the 21st century little has changed in terms of materials and resources about American Indians, and at least one solution to this problem is to challenge members of this cultural group to become library professionals, thereby influencing the access to and creation of more improved and accurate materials that are worthy of the American Indian's past, present and future. *This article was originally published in* Versed: the Bulletin of the Office for Diversity American Library Association. *November–December 2005.*

Smith, Stephanie Maatta. 2005. Patterns of gender and ethnicity in new LIS graduate placements. Poster session presented at the American Library Association National Conference. June Chicago, IL. ±
Library and Information Science (LIS) literature suggest that women, while the majority of LIS placements in all types of libraries, have the lowest average starting salaries compared to their male counterparts and to minority recruitments. Longitudinal data was used to examine relationships between library type, job classifications, gender and race/ethnicity against salary and pay equity, attempting to answer questions about why a gap exists in average starting salaries.

Hall, Tracie D. and Jenifer Grady. 2006. Diversity, recruitment and retention: Going from lip service to foot patrol. *Public Libraries*, **45 (1): 39-46.**
Within the context of understanding diversity as "the art of dealing with people, no matter where they come from and what they come with," the frequently asked questions surrounding diversity in public librarianship are discussed with Tracie Hall, Director of ALA's Office for Diversity, and Jenifer Grady, Director of ALA's Allied Professional Association. Included are questions about the culture of librarianship and its impact on diversity within the profession and why changing demographics obligate libraries to focus on recruitment and retention efforts .

Roy, Loriene and Antony Cherian. 2006. Honoring Generations: Recruiting Native students into careers in librarianship. *Public Libraries*, **45 (1): 48.**
Details surrounding Honoring Generations: Developing the Next Generation of Librarians Specializing in Services for Indigenous Communities, a grant program at the University of Texas School of Information, are discussed. The grant, which was awarded $342,000, funds six students, and has supporting partners that focus on tribal development and American Indian librarianship. The challenges of recruitment before and after the grant was awarded is discussed, along with other steps taken to attract and retain students in the program (5 references).

Roy, Loriene*, Rob Yazzie, and Sandy Littletree. 2006. Honoring generations: developing the next generation of Native Librarians. Poster session presented at the American Library Association National Conference. New Orleans, LA. ±

Dr. Loriene Roy (Anishinabe), Rob Yazzie (Navajo/Slovenian), and Sandy Littletree (Navajo/Shoshone) presented information about an IMLS funded scholarship program in the School of Information at the University of Texas at Austin. Honoring Generation provided funding for tuition, fees, and a cost of living stipend for seven graduate students to work toward competing Master's of Library and Information Studies degrees. Students followed individualized programs of studies and incorporated mentoring and service learning. Students interacted with indigenous librarians around the world through conferences in Canada, Australia, and New Zealand.

Ruan, Lian* and Jian (Anna) Xiong. 2006. In search of excellence. Chinese American librarians in the 21st Century. Poster session presented at the American Library Association National Conference. New Orleans, LA. ±

The most current U.S. census no longer provides a detailed breakdown by occupation for Asian American groups and makes it difficult to know what Chinese immigrants do and how many of them have been in the LIS field. Literature reviews reveals that there are only two studies (1979 and 1996) on the profile of Chinese American librarians. Ruan and Xiong conduct a joint survey project among current members of the Chinese American Librarians Association. The poster session demonstrated research methodology and key findings on successful stories and shares lessons learned from the Chinese American librarians. Since then, Ruan and Xiong have been working on journal articles to give full reports and more comprehensive analysis of the survey. The project was partially funded by Sally C. Tseng Professional Development Grant.

Tchangalova, Nedelina* et al. 2006. The CIRLA Fellowship: A recruitment model for promoting diversity in librarianship. Poster session presented at the American Library Association National Conference, New Orleans, LA. ±

This poster session, which was also hosted by Andrew Young, Hector Morey, Julius Jefferson, Netta Cox, and Sandra Marroquin—participants in the CIRLA (Chesapeake Information and Research Library Alliance) Fellowship—describes how to develop a unique recruitment and professional training program designed to solve two problems in librarianship: recruiting for diversity and developing expertise within the functional areas of research librarianship.

Paul, Connie* et al. 2007. Move 'em up: Developing a workforce to serve our communities. Presented at the American Library Association National Conference, Washington, D.C. ±

A coalition of NJ partners has received two IMLS grants to educate current urban library staff. From AA to PhD, 44 library staff have been given tuition and release time to pursue their studies in exchange for a promise to continue working in an urban library for two years after the grant is over. The second grant is helping those who received a BA in the first grant to work on an MLIS degree. More information can be found at http://www.cjrlc.org/recruit.htm.

Todaro, Julie. 2007. Recruitment, retention, diversity-cornerstones of future success. *College & Research Libraries News*, 68 (8): 504 [cited 11 November 2007]. Available from http://www.acrl.org/ala/mgrps/divs/acrl/publications/crlnews/2007/sep/Recruitment%2C_retention%2C_diversity-cornerstones_of_future_suc.cfm

ACRL president Todaro discusses her initiatives for the year, which, beyond growing ACRL membership, include expanding recruitment products from ALA Emerging Leaders groups to include diversity issues. Todaro also reveals information about a companion document to ACRL's recent white paper on diversity within research and academic libraries—a piece she hopes will spark specific long-term goals for the future of the association.

JOB SATISFACTION AND CAREER CHOICE

1970s

Josey, E.J. 1970. *The Black Librarian in America*. Metuchen: Scarecrow Press.

See General Works, 1990s.

Rhodes, L.G. 1975. A critical analysis of the career backgrounds of selected black female librarians. Florida State University.

The educational backgrounds, work experiences, and career obstacles and choices of fifteen successful black female librarians is compared and contrasted in this scholarly work. Underlying the comparative nature of this work is the author's interest in how these black female librarians chose librarianship as a career, their levels of (dis)satisfaction with librarianship, including any roadblocks. Particularly, this work also looks at how these women were educated in library and information science and how their choices led them to success in their careers. The work includes 25 tables (54 references).

Haro, Robert P. 1978. Shadowy cliques. *Library Journal*, 103 (January 15): 115.

In a letter to the editor of *Library Journal*, Haro gives his perspective on the problem of pervasive institutional racism in librarianship. He exposes the superficial and contradictive actions of library professional groups and administrators, particularly when it comes to diversifying the profession in its ranks and leadership positions, and lauds the editor (John Berry) for his position on these issues.

Hsia, Gloria H. 1979. Opportunities and challenges in being a Chinese American librarian. *Journal of Library and Information Science,* **5(1): 56-66.**
Hsia's speech from the 1978 Annual Conference of the Chinese Librarians Association is reprinted in this journal. Obstacles that Chinese librarians face (job market and racial discrimination) are discussed, and some focus is given to the different hurdles that face American-born Chinese and Native-born Chinese employees. The unique opportunities that these issues bring to promote positive change for this group are also reviewed, and the author summarizes four ideas to break the cycle of blocked opportunities for Chinese librarians (10 references).

1980s

Katayama, Jane H. 1985. Problems and prospects of Asian/Pacific librarians. In *Asian/Pacific Librarians: A Cross Cultural Perspective. Papers of the 1984 Program of the Asian/Pacific American Librarians Association,* **edited by L.Y. Collantes. New York: APALA.**

Katayama identifies six problems Asian libraries have encountered or have perceived during their careers and offers eight tips Asian librarians can use to circumvent or prevent them. Eight ways to broaden career prospects and opportunities and promote change in libraries are also offered (2 references).

Hall, Patrick A. 1988. Yassuh! I's the reference librarian! *American Libraries,* **19 (Nov): 900-901.**
Hall offers his anecdotal evidence on the workplace issues of librarians of color—particularly how race precludes one from being recognized as a professional or serving a patron –and his perception of the slow (or, more precisely, the unmoving) evolution towards race-neutral attitudes in both library patrons and librarians.

1990s

Güereña, Salvador. 1990. *Latino Librarianship: A Handbook for Professionals.* **Jefferson: McFarland & Company, Inc.**
Twelve contributing authors are featured in this handbook that highlights various issues and concerns for Latino librarians. Demographics, reference services and resources, collection development and archival collection development are all given focus. REFORMA and a bibliography covering the English-only movement in American libraries is also covered. Güereña's edited work concludes with four appendices and an index.

Gaymon, Nicholas E. 1991. Reflections of a Black librarian. *Journal of Educational Science,* **18 (4):36-45.**
Gaymon offers a short memoir about his decision to become a librarian and his early career at Atlanta University and Dillard University. The challenges of working at predominantly Black academic libraries—including the purview of unconventional duties (working with non-academic student groups) and the excitement of contemporary politics and world affairs—are all discussed. Gaymon includes a list of the roles he has filled during his career as a Black librarian, and makes note that many of these roles are not expected of non-Black librarians in a non-Black environment. He also notes that despite his terminal degree (Ph.D.), he realizes that race still plays a large part in others' perceptions of his ability to do his job, and notes that despite this, he remains committed to librarianship.

Shields, Theodosia Tramilla, 1991. A descriptive study of African American and White Master of Library Science (MLS) and Master of Business Administration (MBA) graduates of the University of Pittsburgh, 1973-1985. Doctoral dissertation, University of Pittsburgh.
Career patterns and economic statuses of majority and minority Masters of Business Administration (MBA) and MLS graduates are investigated, with a major focus on comparing all minority MLS graduates with majority female MLS graduates. The impact of race and ethnicity on majority and minority MLS salaries, and the affect of family issues on the income of minority and majority MLS graduates is also addressed. Several results of this study, including the differences in what majority and minority librarians perceive the cause of career discrimination, is examined. Data are included within ten tables, and the dissertation concludes with six appendices (99 references).

Squire, Jan. S. 1991. Job satisfaction and the ethnic minority librarian. *Library Administration & Management,* **5(4): 194-203.**
Comparing ALA's reports on race, ethnicity, and gender composition of the LIS workforce, Squire summarizes LIS literature focusing on factors that impact job satisfaction of ethnic minority librarians and identifies four areas that should be addressed in this area (79 references).

Curry, Deborah A. and Glendora Johnson-Cooper. 1993. In our own voices: African American librarians speak. In *Culture Keepers: Enlightening and Empowering Our Communities. Proceedings from the First National Conference of African American Librarians,* **edited by S.F. Biddle and Members of the BCALA**

NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.
Curry and Johnson-Cooper discuss the creation, funding, methodology and results of their research project, which determines if, despite diversity initiatives in ARL libraries, African-American librarians feel they work in inclusive and collegial environments. The data summarized focuses on five broad areas: race relations/racism, professional isolation, cultural diversity, affirmative action, and recruitment and retention. Overall, the majority of respondents are happy with their jobs, but equally they have considered leaving the profession, highlighting a need to further research retention efforts for African-American librarians. Four tables show the survey data, and a short selected bibliography is included.
Presented in 1992 at the First National Conference of African American Librarians, Columbus, OH.
See General Works, 1990s for proceedings citation.

Curry, Deborah A. 1994. Your worries ain't like mine: African American librarians and the pervasiveness of racism, prejudice and discrimination in academe. *Reference Librarian*, 45-46: 299-311.
The existence of institutionalized racism in academic libraries—which is exacerbated by the presence of racism in American society—and its effect on recruitment and retention of African American librarians is explored. Factors lending to job satisfaction for African American librarians are discussed, particularly with regard to how it impacts their willingness to recruit others into librarianship. White privilege is also discussed, and Curry offers ways that proactive administrators can create positive, supportive, and non-hostile work environments for African American (and others of color) librarians. Furthermore, Curry presents guidelines and coping methods that enable African American library professionals to take responsibility and respond constructively when confronted with racism, prejudice, and discrimination in the workplace (24 references).
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for monograph citation.
See also, White Privilege, 1990s.

Josey, E.J. 1994. *The Black Librarian in America Revisited*. Metuchen: Scarecrow Press.
See General Works, 1990s.

Ball, Patricia. 1995. African American male library administrators in public and academic libraries. *College and Research Libraries*, 56(6): 531-545.
This work presents the results of Ball's study focusing on the status of African American male public and academic library administrators and their perceptions of racism in librarianship. Demographic characteristics and career patterns are reviewed, and an interesting relationship between problem factors in career advancement is revealed. This article includes five data tables (14 references).

St. Lifer, Evan and Corinne Nelson. 1997. Unequal opportunities: Race does matter. *Library Journal*, 122(18): 42-46.
Abif and Neely's book *In Our Own Voices: The Changing Face of Librarianship*, was the impetus for St.Lifer and Nelson's study focusing on race in librarianship. The authors note differences in the presence of racism in the LIS field between majority and minority librarians and discuss programs designed to encourage minority recruitment in the field, including the Spectrum Initiative. Individual stories of librarians who've experienced overt and subtle racism are told, and other obstacles to eradicating racism in librarianship are presented.
See also, General Works, 1990s.

Preston, Cynthia J. 1998. Perceptions of discriminatory practices and attitudes: a survey of African American librarians. *College & Research Libraries*, 59 (5): 433-444.
Using descriptive survey methodology, Preston seeks to determine how African American librarians perceive discriminatory practices, and how these perceptions impact their job satisfaction. Results of the survey are revealed and discussed. Racism and discrimination remain high on the list of concerns for African American librarians, and the notion that a library administration's insensitivity to the workplace and personal challenges of African American librarians can cause retention problems is noted in this study (19 references).
This study was replicated in 2007, and the results of the replication and this original study were presented and discussed at the 2007 American Library Association National Conference in, Washington, DCSee Job Satisfaction, 2000 for presentation citation.

Yang, Zheng Ye (Lan). 1999. Present-day attitudes of African American librarians towards their profession and work environment, *Public Library Quarterly* 17 (2): 35-45.
Three hundred survey responses from African American librarians were analyzed in this article. The study covers the purpose, methodology and results of Yang's survey highlighting the work environments, difficulties in finding professional work, career advancement opportunities, professional association, and active cultural identities and actions of African-American librarians. Six figures present the study's data (11 references).

2000s

Thornton, Joyce K. 2000. Job satisfaction of librarians of African descent employed in ARL academic libraries. *College & Research Libraries***, 61 (3):217-32.**

Thornton's study focuses on the job satisfaction of academic librarians of African descent. The author discusses her methodology, which includes a three-part survey that highlights areas of job satisfaction and dissatisfaction. Results are illustrated with the use of eight data tables, and the work concludes with ideas on how job satisfaction relates to recruitment and retention of librarians of color (57 references).

Howland, Joan S. 2001. Challenges of working in a multicultural environment. *Journal of Library Administration***, 33 (1/2): 105-123.**

Fluctuating power dynamics, perceived or real tokenism, and accountability are three of the six obstacles identified when working in a multicultural setting. Howland delves into all six challenges and discusses general ideas to help empower every library staff member or administrator to overcome them (17 references).

Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*

See Diversity and Multiculturalism, 2000s.

Thornton, Joyce K. 2001. African American female librarians: a study of job satisfaction. *Journal of Library Administration***, 33 (1/2): 141-64.**

The survey responses of 98 female librarians of African descent are discussed in this article, which focuses on issues surrounding job satisfaction in ARL libraries. The article includes an overview of general studies on gender and job satisfaction. The study's methodology is presented; and demographic factors like age, race, and work experience, as well as other factors like race discrimination, workplace isolation, and diversity programming and their impact on job satisfaction are discussed. The data are illustrated in five tables, and one appendix is included (52 references).

Published in 2002 as a chapter in Diversity Now: People, Collections, and Services in Academic Libraries, *edited by T.A. Neely and K.H. Lee-Smeltzer. New York: Haworth Information Press.*

See Diversity and Multiculturalism, 2000s.

Darden, Barbara Simpson. 2003. Career paths of African American women academic library administrators. Doctoral dissertation, Rutgers The State University of New Jersey - New Brunswick.

Darden's dissertation outlines the purpose, methodology, and results of a study designed to highlight factors that determine the progress and advancement of African American female library administrators, which Darden contends may differ from factors involved in the career paths of White women. Using interviews, questionnaires, resumes, and other tools, Darden draws data regarding career patterns, professional growth, leadership barriers, and characteristics of successful African American female academic library administrators. Ten tables, two figures, and three figures are included to illustrate the data (174 references).

While this entry has the same name as the title of Darden and Turock's study, it is not the same work. See Darden and Turock's 2005 entry annotation in this section.

McGinn, Howard F. 2003. An investigation into factors that influence job satisfaction of African American librarians in some urban public library systems in the United States. Doctoral dissertation, Emporia State University.

McGinn interviewed 10 African American librarians who have recently graduated from ALA accredited library schools to determine early career job (dis)satisfaction. The author outlines a theoretical foundation for the study and presents the methodology and results of his work. Factors that influence job satisfaction (mentoring, being of service to others) and dissatisfaction (cultural insensitivity, workplace isolation, discrimination by colleagues and library patrons) are discussed, and participants' recommendations to library managers are also offered. The dissertation includes one appendix (133 references).

Darden, Barbara Simpson and Betty J. Turock. 2005. Career patterns of African American women academic library administrators. *Advances in library administration and organization***, 22: 315-360.**

Challenges to diversifying the library profession and responding to the graying of librarianship are discussed, and the purpose, methodology and results of a study designed to create a model for recruitment and advancement of African American women in academic libraries. Career choice, paths to library administration positions, factors that encouraged professional growth, and gateways and barriers to advancement to leadership positions are the primary foci of the study. From the data of this study, a tool, "Simpson's Career Path Model" was created. The tool, which illustrates the factors that have the greatest impact on career advancement of African American women library administrators, is also discussed. The study includes twelve tables (48 references).

Note: While this entry has the same name as the title of Darden's dissertation, it is not the same work. See Darden's 2003 entry annotation in this section.

Luzius, Jeffery Robert. 2005. The career choice of academic librarians: A study of motivational factors and demographics. Doctoral dissertation, Auburn University.

This dissertation discloses the results of a study that determines what motivating factors influence participants to choose a career in academic librarianship, if there are any differences between men and women in those factors, what stage in life they made the decision to become a librarian, and other related topics. While the study focuses on men and women, and the total participation of minorities in the study tops out at just fewer than 10%, this study could be useful for determining the same factors within ethnic/minority groups. One of the recommendations of this study is to improve/increase minority recruitment efforts. The study includes 27 tables and three appendices (129 references).

Hussey, Lisa K. 2006. Why librarianship? An exploration of the motivations of ethnic minorities to choose library and information science as a career. Doctoral dissertation, University of Missouri- Columbia.

Hussey's focuses on motivational factors in ethnic librarians' decision to choose a career in Library and Information Science, particularly considering the homogenous (primarily White) nature of the field. Interviews with professionals from all four "protected classes"—Hispanic/Latino, African American, Asian American and Native American—are included in her study, which also touches upon White privilege. The study's methodology and findings are included. The dissertation includes three appendices, including very interesting observation notes that include comments from the study's participants (103 references).
See White Privilege, 2000s.

Winston, Mark, Lorna Peterson and Cynthia Preston*. 2007. The "R" word: Exploring the reality of racism in academic libraries. Presented at the American Library Association National Conference, Washington, DC. ±

In the Spring of 2007, Preston's original survey about racism in academic libraries (discussed in her 1998 article "Perceptions of Discriminatory Practices and Attitudes: A Survey of African American Librarians") was re-distributed to a sample pool consisting of BCALA members. The results of both iterations of the survey were presented.
See Job Satisfaction, 1990s.

WHITE PRIVILEGE

1990s

Curry, Deborah A. 1994. Your worries ain't like mine: African American librarians and the pervasiveness of racism, prejudice and discrimination in academe. *Reference Librarian*, (45-46):299-311.
See Job Satisfaction and Career Choice, 1990s.

Jolivet, Linda C and Em Claire Knowles. 1996. Rethinking the Eurocentric library workplace: A multi-faceted process. *Reference Librarian*, 54:103-114.

Jolivet and Knowles explore and reassess the dominant culture in librarianship and assert that the necessity for cross-cultural communication is crucial to workplace harmony. The authors offer a definition of the Eurocentric workplace and workplace diversity. The article concludes with a 31-item list of selected primary source materials reflecting the histories of minority cultures in the United States and an appendix containing two survey instruments that help ascertain the dominant culture of a workplace (6 references). *Published simultaneously in* The Roles of Reference Librarians Today and Tomorrow, *edited by K. Low. Binghamton: Haworth Press.*

2000s

Espinal, Isabel. 2001. A new vocabulary for inclusive librarianship: Applying whiteness theory to our profession. In *The Power of Language/El poder de la palabra*, edited by L. Castillo-Speed. Englewood: Libraries Unlimited.

Espinal focuses on the importance of LIS recognizing Whiteness as a culture, noting that not doing so could continue the problems of disparity and related issues in the field. The author defines Whiteness, its theory, cultural practices and public spaces in White culture, and discusses how these concepts and their related terms play out in library funding, service, management, staffing, collections, and classification systems. Espinal concludes with the idea that applying whiteness theory puts the burden of proof and solutions to disparities in libraries on whiteness—not color (39 references).
See General Works for monograph citation.

McIntosh, Peggy. 2001. White privilege and male privilege: A personal account of coming to see correspondences through work in women's studies. In *Race, Class and Gender: An Anthology*. 4th ed., edited by M.L. Andersen and P. Hill Collins. Belmont: Wadsworth/Thomson Learning.

Through her work in a Women's Studies program, the author recognizes that, like males who recognize that women are disadvantaged but fail to recognize their advantages; whites are similarly sensitive to the social disadvantages of non-whites, yet they don't see the advantages they reap as a result of this unbalanced system. McIntosh consciously observes her experiences as a White person and offers a 46-item list of the privileges she feels she receives as a result of her Whiteness, as compared with the social disenfranchisement of her African-American colleagues. She challenges readers to question what they will do now that they are aware of the deeply embedded "meritocracy" of White privilege in the United States.

Berry, John D. 2004. White privilege in Library Land. *Library Journal*, 129 (11): 50 [cited 27 February 2008].

Available from http://www.libraryjournal.com/article/CA423763.html

Berry recounts a comment made by a fellow attendee at a panel for diversity for reference service to ethnic minorities, and realized that the basic tenets offered in the panel may not have been realized. Berry adapts some of Peggy Michael's statements on White privilege to the realm of LIS as a means of driving home why diversity is so important. The significance of accepting personal responsibility to learn about diversity, not only for personal growth, but for the sustenance of the values and ethics of librarianship, is Berry's challenge to readers in his editorial.

Honma, Todd. 2005. Trippin' over the color line: The invisibility of race in library and information studies. InterActions: *UCLA Journal of Education and Information Studies*, **1(2), 1-28 [cited 21 February 2008]. Available from http://repositories.cdlib.org/cgi/viewcontent.cgi?article=1013&context=gseis/interactions**

Honma's pulls from women's studies, race studies and "queer" studies to discuss how the institution of American libraries are complicit partners in the formation, edification and perpetuation of White hegemony in LIS studies and in practice. Contradictions in the public maintenance of libraries and librarianship as a place or career that promotes equality and the actual gaps in that maintenance (services, leadership, even the very historical mission of American libraries to acculturate and assimilate immigrants) are exposed and challenged, and the more current onslaught of multiculturalism and diversity is given a closer look. A link between librarianship and social justice is discussed (58 references).

Hussey, Lisa K. 2006. Why librarianship? An exploration of the motivations of ethnic minorities to choose library and information science as a career. Doctoral dissertation, University of Missouri—Columbia.
See Job Satisfaction and Career Choice, 2000s.

Pawley, Christine. 2006. Unequal legacies: Race and multiculturalism in the LIS curriculum. *The Library Quarterly*, **76 (2): 49.**

Integrating scholarly works about white privilege into her research, Pawley asserts that the tendency to downplay the concepts and roles of race in favor of more broad terms like multiculturalism and diversity in LIS curriculum promotes whiteness. She determines that there are four models in LIS research, each carrying the potential to propagate white privilege or accommodate issues of race. Guidelines to help LIS educators, students, and practitioners make curriculum changes that signify the environments of LIS as "race neutral" are offered (53 references).
See also, Library Education, 2000s.

ShinJoung Yeo and James R. Jacobs. 2006. Diversity matters? Rethinking diversity in libraries. *Radical Reference*, **9 (2): 5-8 [cited 10 January 2008]. Available from http://freegovinfo.info/files/freegovinfo.info/diversity_counterpoise.pdf**

Jacobs and Yeo's article discusses the historical (Western) Euro-centricity of American librarianship and focuses on how librarianship, as an institution, continues to marginalize or exclude non-Western, patriarchal, or heterosexual cultures through its systems of organization, classification, and acquisitions. The authors call for the LIS field to look beyond statistics and create real opportunity for dialogue that focuses on eradicating systems that normalize Whiteness within the daily work of those in the profession (14 references).

GENERAL WORKS

1920s

Curtis, Florence Rising. 1927. Colored librarians in conference. *Library Journal*, **52: 408.**

Curtis reports on a small conference of African American librarians held at the Hampton Institute Library School in March of 1927. Speakers including Thomas Fountain Blue (Louisville Free Library), Ernestine Rose (New York Public Library—135th Street Branch), and Edward C. Williams (Howard University) discuss topics on community support, administrative concerns, and college library problems. Other speakers discussed needs concerning services for African-American colleges and library buildings in the U.S. South. Almost 40 delegates from around the country attended this meeting.

1940s

Jackson, Wallace Van. 1940. Negro library workers. *Library Quarterly*, **10:95-108.**

Van Wallace marks the fourteenth year of Hampton Institute's Library School and discusses the increasing importance of Negro library workers in public and educational libraries. To further highlight this important issue and to gain a better understanding of the nature of the work they are doing, the author sent a questionnaire to Negro librarians. Results of the survey are summarized, including the types of positions held, type of library environment, and whether they are employed full- or part-time. Data regarding the training of library workers is also given. A list of schools conferring library degrees is included, as well as a discussion of length of service of Negro library workers. Eight tables are included.

1970s

Josey, E.J. (Ed.) 1970. *The Black Librarian in America*. **Metuchen: Scarecrow Press.**

This monograph shines the light on Black librarianship in

the United States. Divided into five parts, 25 essays are gathered together, discussing topics ranging from recruitment and the memoirs of a children's librarian to issues of social responsibility and hiring practices in law libraries. This book ends with an index.

A later edition of this work, The Black Librarian in America Revisited *was published in 1994. See General Works, 1990s. See also, Library Education, 1970s; Job Satisfaction and Career Choice, 1970s.*

Josey, E.J. 1972 (Ed.). *What Black Librarians Are Saying.* **Metuchen: Scarecrow Press.**

This collection of 27 chapters is divided into eight parts. Contributors' essays discuss a wide range of topics, from the informational needs of Black communities to the promotion of a national plan outlining the collection development of Black materials. Intellectual freedom, library education, issues in academic libraries, professional activism, improved services for Blacks, and the role of librarian as a change agent are all covered as well in this comprehensive volume, which includes an index.

Josey, E.J. and Ann Allen Shockley (Eds.). 1977. *Handbook of Black Librarianship.* **Littleton: Libraries Unlimited.**

According to Josey, this work was designed "to provide reference information on the relationship of Afro-Americans to various aspects of librarianship and libraries" and "seeks to serve all people by identifying those materials essential to an African/Afro-American collection…" This extensive tome begins with a chronology of events in Black librarianship and includes chapters covering early library organizations, contemporary Black librarianship, significant materials for Black collections, African resources, and Afro-American resources. Information on predominantly Black undergraduate and graduate LIS schools is also included. Particularly useful: information on Black academic libraries, a list of libraries named after Afro-Americans, a selective list of Black-owned bookstores, and contact information for Black book publishers.

A later edition of this book, edited by E.J. Josey and M.L. De-Loach, was published in 2000.
See General Works, 2000s.

1980s

Collantes, Lourdes Y. (Ed.) 1984. *Asian/Pacific American Librarians: A Cross Cultural Perspective. Papers of the 1984 Program of the Asian/Pacific American Librarians Association.* **New York: APALA.**

Starting with an introduction from the author, this book covering APALA's conference includes six papers covering the concerns of librarians of Asian and Pacific heritage. The status of Asian/Pacific librarians, a general profile, and a speech discussing the American perspective of this group are all included.

Library Journal. 1985. A disparity exists… *Library Journal,* **110 (3):43.**

This short item includes a summary of E.J. Josey's Committee on Library Services to Minorities report "Equity at Issue." Issues that threaten equitable distribution of library services to economically disadvantaged and minority groups are reviewed, and the concerns of the advancement of minority librarians, the inclusion of minorities in the library planning process and selection of materials, and increased funding to improve services in minority communities are addre

Brown, Lorene B. 1986. *A Crisis in Librarianship: The Decline in the Number of Minorities Entering the Profession Since 1979.* **Atlanta: Atlanta University, School of Library and Information Studies.**

Item not available to author.
Also presented at the Midwinter Meeting of the Black Caucus of ALA.
Portions of this report are also included in Equity at Issue: Library Services to the Nation's Four Major Minority Groups, 1985-86. *Chicago: American Library Association.*

1990s

Mersky, Roy M. and Bonnie Koneski-White. 1991. Law librarians: The trials ahead. *Library Journal,* **116 (15): 34-37.**

Among several pressing issues in the law library profession, Mersky and Koneski-White identify the shortage of minorities in the field as one of the most important gaps that need to be filled. A brief mention of scholarships and committees the American Association of Law Librarians (AALL) has created to alleviate the shortfall and diversify the law library workforce.

Trujillo, Roberto G. and David C. Weber. 1991. Academic library responses to cultural diversity: A position paper for the 1990s. *Journal of Academic Librarianship,* **17 (3):157-61.**

Trujillo and Weber offer ten actions that academic libraries can take to be leaders in the effort of promoting cultural diversity on their campuses. Recruitment efforts, developing internship and mentoring programs, and making contact with high schools to make librarianship known as a career option is discussed. Trujillo and Weber also recommend libraries ensure that minorities are also being promoted into middle and upper-management library positions to strengthen the profession and promote ongoing campus pluralism.

Stern, Stephen. 1991. Ethnic libraries and librarianship in the United States: Models and prospects. *Advances in Librarianship,* **15: 77-102.**

This entry, divided into seven parts, discusses the history of ethnic librarianship in the United States. Historical es-

says reviewing four models for library service to the foreign born, library promotion of intercultural understanding, to the disadvantaged, and to the ethnically enfranchised and their impact on the future of librarianship are included (62 references).

Biddle, Stanton F. and Members of the BCALA NCAAL Conference Proceedings Committee. 1993. *Culture Keepers: Enlightening and Empowering Our Communities.* *Proceedings of the First National Conference of African American Librarians.* **Black Caucus of the American Library Association. Westwood: FAXON.**
Keynote addresses, presentations, and contributed papers included in the inaugural NCAAL conference in September 1992 are gathered in this publication. Topics covering the history of African American librarianship, library education, collection development, services, and diversity are included. Presentation summaries are of interest to LIS professionals in media centers/school libraries and academic, public, and special libraries.
See Library Education, 1990s; Affirmative Action, 1990s; Diversity and Multiculturalism, 1990s; Recruitment and Retention- Library Education, 1990s; Recruitment and Retention–Workplace/Career, 1990s; and Job Satisfaction, 1990s for conference session or paper citations.

Castro, Rafaela and Richard Chabrán. 1994. Discourse and discord: Voices from an academic library. *Reference Librarian,* **45/46: 279-296.**
A diversity initiative by the ad-hoc group Librarians Association of the University of California is discussed, and results of the group's report "The Many Voices of Diversity" are outlined. Developing and having access to culturally diverse collections, reference and bibliographic instruction services, and concerns of recruitment, promotion and retention are major areas of the report, which are briefly summarized in this article. Challenges the group encountered in creating this report are discussed, and the article concludes with an 86-item un-annotated bibliography.
Published simultaneously as a chapter in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for monograph citation.

Curry, Deborah A, Susan Griswold Blandy and Lynne M. Martin(Eds.). 1994. *Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues.* **Binghamton: Haworth Press.**
This 374-page monograph includes an essay by E.J. Josey and offers 24 chapters traversing all areas of diversity in academic librarianship, from training and mentoring and student workers to collection building and access. Two bibliographies—one covering electronic resources and another

on racial and ethnic diversity—conclude the book.
Published in 1994 as Reference Librarian, *45/46.*
See Diversity and Multiculturalism, 1990s; Recruitment and Retention- Workplace/Career, 1990s; Job Satisfaction and Career Choice, 1990s; General Works, 1990s; and Bibliographies, 1990s for article citations.

Josey, E.J. (Ed.). 1994. *The Black Librarian in America Revisited.* **Metuchen: Scarecrow Press.**
Divided into six parts, Josey gathers 30 essays, covering everything from deanship of a library school to facing discrimination the state library environment. Perspectives on being a minority librarian, the role of African Americans in library education and profiles of African American librarians who have made their mark on the profession (Virginia Lacy Jones, Dorothy Porter Wesley) are also included. Unique to this work: some contributors return to update their essays from the earlier edition of this monograph (see following note).This book includes an index.
An earlier edition of this work, The Black Librarian in America, *was published in 1970. See General Works, 1970s. See also, Library Education 1990s; Diversity and Multiculturalism, 1990s; Job Satisfaction and Career Choice, 1990s.*

Martin, Rebecca R. 1994. *Libraries and the Changing Face of Academia: Responses to Growing Multicultural Populations.* **Metuchen: Scarecrow Press.**
Martin's three part work focuses on cultural diversity in higher education with a specific focus on academic libraries. The book includes research on burgeoning programs for multicultural student needs and discloses case studies of three schools responses' to the study. Libraries' ability to adapts, models for change, and a chapter on creating an outline for change in individual libraries is included. Each chapter concludes with notes, and the book offers a list of selected references.

Biddle, Stanton F. and Members of the BCALA NCAAL Conference Proceedings Committee. 1995. *Culture Keepers II: Unity through Diversity.* *Proceedings of the Second National Conference of African American Librarians.* **Black Caucus of the American Library Association. Westwood: Faxon Company.**
Over 70 presentations are summarized in this collection chronicling the second NCAAL conference, which took place in Milwaukee, Wisconsin in August 1994. The theme of the conference focuses on diversity, and the proceedings are presented in twelve broad areas: Diversity and/in…the information superhighway, library and information science education, public library services, academic library services, law librarianship, media in library service programs, library service to children and young adults, international programs, information resources and services in West Africa, recruitment and professional development, special materi-

als, collections and collection development, and authors and publishing. The conference is of interest to library and information professionals in any environment.

Peterson, Lorna. 1996. Alternative perspectives in library and information science: issues of race. *Journal of Education for Library and Information Science* **37(2): 163-174.**
This article delves into "racial conflict and cooperation characterized by [the LIS] profession," using conflict theory as a context for dialogue on race. Peterson notes that while there has been some research and discussion about race in LIS, more needs to be done to integrate this area into the fundamentals of the profession. Possible reasons for the lag in this area of scholarship are discussed along with recommendations for infusing ethnic and race studies into the field. Examples of conflict and cooperation—and the impact they may have on the perspective of library history—are addressed through individuals, black biographies (and omissions of racially-induced obstacles therein), and events and controversies in library history and in ALA (27 references).

Riggs, Donald E. and Patricia A. Tarin (Eds.). 1994. *Cultural Diversity in Libraries.* **New York: Neal-Schuman.**
A collection of 14 chapters covering all angles of cultural diversity in all libraries are included in this 226-page book. Recruitment, staff development activities, supervising staff, programs and services, exhibits and displays, affirmative action concerns, and the role of the diversity librarian are all discussed within the pages. The book includes an index. See Affirmative Action, 1990s, and Diversity and Multiculturalism, 1990s for chapter citations.

Alire, Camila A. and Frederick J. Stielow. 1995. Minorities and the symbolic potential of the academic library: Reinventing tradition. *College & Research Libraries,* **56 (6): 509-517.**
The authors look closely at the history of American libraries, taking into account the traditional role of libraries (to assimilate immigrants) and the traditional story of America and Westernized history (which subjugates non-Western views of events in tribal, ethnic, or cultural history) and has lead to minorities' perception of the academic library as an exclusive and elitist institution . Considering that minorities may soon make up the majorities of college and university student bodies, Alire and Stielow highlight ways that academic libraries can identify and address visible and invisible barriers that impede minorities from fully participating in academic environments. Mentoring, programming, hiring, policy and revisiting policies and procedures are offered as suggestions to ensuring participation (23 references).

Mitchell, Melissa D. 1995. Librarianship: a view from the outside. Minorities are underrepresented in the profession. *Colorado Libraries* **21(Summer): 18-19.**
Mitchell discusses the dearth of practicing minority librarians and her experiences with discrimination and isolation while pursuing her graduate LIS degree and working as a library professional. While these experiences made her seriously consider leaving the profession, Mitchell notes that her ultimate decision to continue a LIS career allows her to be a part of the solution of diversifying the field, and she presents three goals of the California Librarians Black Caucus of Greater Los Angeles, and other ways she has become more active in networking with other minority librarians. Other recommendations for recruiting racially diverse people to LIS are discussed (5 references).

Perry, Emma Bradford. 1995. Guest editorial: Why diversity isn't so plain. *College and Research Libraries,* **56 (1): 97-98.**
Perry argues that the LIS profession should not make the mistake of narrowing the meaning of diversity to issues of majority-minority concerns, and instead explore the issue with respect to its multifaceted nature. Three components of diversity management are discussed, and Perry discusses how library managers can promote their commitment to workplace diversity through advocacy work and hiring practices.

Neely, Teresa Y. and Khafre K. Abif (Eds.). 1996. *In Our Own Voices: The Changing Face of Librarianship.* **Lanham: Scarecrow Press.**
Divided into five parts (mostly by library type), Neely and Abif's edited work includes essays from librarians of color (summarized by E.J. Josey's preface as "[19] African Americans, 3 Asian Americans…an American Indian…2 Chicanos…and a Latin American") who convey what led them to practice librarianship and the experiences they have had while working in the field. Views on the internship experience, children's librarianship, mentoring, managing the burden of tokenism and the ills of affirmative action in the profession, and the role of the minority librarian as change agent are all discussed in this inclusive work. This work includes one appendix and has an index.
See also, Job Satisfaction and Career Choice, 1990s.

Riggs, Donald E. 1997. What's in store for academic libraries? Leadership and management issues. *Journal of Academic Librarianship,* **23 (1): 3-8.**
Riggs identifies books and articles within his discussion of issues and concerns that will affect leadership and management aspects of academic libraries, including how change affects organization and the role of creativity (innovation). Quality improvement, technological advancements, globalization and internationalization of higher education,

and diversity in academic library employees, users, and collections is also predicted (5 references).

McCook, Kathleen de la Pena on behalf of the American Library Association, Committee on the Status of Women in Librarianship. 1998. *Women of Color in Librarianship: An Oral History.* **United States of America: American Library Association.**

Through interviews and tributes, this book celebrates women of color who have positively impacted the field of librarianship. Eight women—Augusta Baker, Clara Stanton Jones, Virginia Mathews, Lillian López, Lotsee Patterson, Lourdes Collantes, Ching-chih Chen, and Elizabeth Martinez -- are interviewed and lauded. It is through these interviews, which were transcribed, that readers come to understand these womens' significance in librarianship and their communities. The book concludes with a bibliography.

Law Library Journal. 1998. Special feature: Focus on diversity, *Law Library Journal,* **90 (4): 1- 730.**

Edited by Frank Houdek, this thematic issue includes seven articles discussing a wide range of topics, from the presence of diversity in AALL and the importance of diversity in law librarianship to a bibliography canvassing eight years of items discussing the recruitment of minority librarians. *See Bibliographies, 1990s.*

Neely, Teresa Y (Ed.). 1999. *Culture Keepers III: Making Global Connections. Conference proceedings of the 3rd National Conference of African American Librarians.* **Newark: Black Caucus of the American Library Association. In ERIC at EBSCOHost [online database] Cited 11 Feb 2008.**

The third conference of the BCALA- hosted conference of African-American librarians is covered in this comprehensive work. In addition to pre-conference events dealing with mentoring African-American library students, several concurrent sessions offer information about the persistent need for minority librarians, recruitment, retention and tenuring African American LIS faculty, residencies as a career-launching tool, and dealing with diversity in the workplace. The conference proceedings also include six contributed papers.

Martinez, Elizabeth. 1999. Diversity: the 21st-century spectrum. *American Libraries,* **28 (3): 32.**

Martinez' short essay reflects on a diversity initiative that was proposed by ALA's executive board, supporting the effort made by past-president Betty Turock to increase librarians in underrepresented racial and ethnic groups. A description of the scholarship program is given, along with how the initiative could continue to positively affect these groups –and ALA—long after they matriculate through a graduate LIS program.

Watkins, Christine. 1999. Can librarians play basketball? *American Libraries,* **30 (3): 58-61.**

Watkins interviews Spectrum scholars and discusses how the Spectrum Initiative (a scholarship and mentoring program) was integral in their decision to choose a library career and pursue the terminal degree for librarianship. The article also includes coverage about Betty Turock—an integral figure in the Spectrum Initiative's creation—and her family's continuing financial commitment to the program.

Winston, Mark. 1999 (Ed.). *Managing Multiculturalism and Diversity in the Library: Principles and Issues for Administrators.* **Binghamton: Haworth Press.**

This collection of 12 articles highlights issues of diversity as they may pertain to management, training, and administration. From essays regarding definitions of diversity to affecting organizational change at the institutional level, the included scholarly works are a resource for starting and continuing dialogue in any library setting.
Published simultaneously as Journal of Library Administration, 27 (1/2).
See Affirmative Action, 1990s; Diversity and Multiculturalism, 1990s; Recruitment and Retention—Workplace/Career for article citations.

2000s

Josey, E. J. and Marva L. DeLoach (Eds.). 2000. *Handbook of Black Librarianship.* **Metuchen: Scarecrow Press.**

This second edition updates and expands the 1977 work and is similar in scope. It begins with a chronology of African American librarianship and reviews pioneers in African American librarianship, early organizations, vital issues, African American resources, and the impact and role of African Americans in the "knowledge professions." This edition is unique in its specific coverage of health sciences libraries and focus on African library resources and education.
An earlier edition of this book, edited by E.J. Josey and A.A. Shockley, was also published in 1977.
See General Works, 1970s.
See Diversity and Multiculturalism, 2000s, for chapter citations.

McCook, Kathleen de la Peña. 2000. *Ethnic Diversity in Library and Information Science. Library Trends,* **49 (1): 1-219.**

This thematic issue focuses on specific racial and ethnic groups in librarianship. Beginning with an introduction by the editor (de la Peña McCook), seven articles are included. The history of African American, Asian/Pacific, Chinese American, Latinos, and Native American librarianship are discussed. The final essay discusses the trend of diversity in librarianship.

Note: This issue is also published as a monograph: Ethnic Diversity in Library and Information Science. *Champaign: University of Illinois Graduate School of Library and Information Science.*

Caballero, Cesar. 2000. Some personal thoughts on diversity. *Texas Library Journal*, **76 (1) [cited 11 December 2007]. Available from http://www.txla.org/ pubs/tlj76_1/personal.html**
Caballero recounts why he chose to work in libraries and the role that a commitment to diversity has played during his career, particularly as a Chicano librarian. Caballero states that despite the gains Chicano librarians have made in areas of outreach and regardless of the steps that professional organizations have made to increase scholarship opportunities and leadership training for librarians of color, the concept of diversity is one that needs to be as central to librarianship as protecting the pursuit of knowledge.

Alire, Camila A. 2001. Diversity and leadership: The color of leadership. *Journal of Library Administration*, **32 (3/4): 95-109.**
Alire discusses the need for ethnic/racial diversity in leadership and highlights the unique competencies that leaders of color bring to their leadership style. Differences between white and minority leadership are discussed, and Alire outlines five leadership traits of minorities. The article concludes with two appendices (9 references).
Published simultaneously in Leadership in the Library and Information Science Professions, *edited by M. Winston. Binghamton: Haworth Press.*

Castillo-Speed, Lillian and the REFORMA National Conference Publications Committee. 2001. *The Power of Language/El poder de la palabra*. **Englewood: Libraries Unlimited.**
This book documenting the events of REFORMA's Second National Conference is divided into six parts and includes selected papers from the meeting. Language, leadership, service, and programming are just a few of the topics covered in this book. Many of the papers have a bibliography or reference list, and highlights from the opening and closing keynote speeches are also include*See Library Education, 2000s; White Privilege, 2000s for chapter citations.*

Berry, John N. III. 2002. The Knowledge River model: Few LIS recruiting initiatives have KR's vision, ambitious goals, or scope. *Library Journal.* **127 (14):10 [cited 27 February 2008]. Available from http:// www.libraryjournal.com/article/CA239489.html**
Knowledge River, a recruiting program at the University of Arizona, Tucson's School of Information Resources and Library Science, is taken note of by *Library Journal'* s editor –in-chief. The mission of the program, "to approach the information milieu from Hispanic and Native American backgrounds," is underscored by the continuing need to recruit students from those backgrounds to LIS. Details of the program, including its multidisciplinary courses, those leading the initiative, and the secret to its success in recruiting the first cohort so quickly are revealed in this article.

Neely, Teresa Y. and Kuang-Hwei (Janet) Lee-Smeltzer. 2002. *Diversity Now: People, Collections, and Services in Academic Libraries: Selected Papers from the Big 12 Plus Libraries Consortium Diversity Conference*. **New York: Haworth Information Press.**
This work brings together the 16 scholarly articles from the Journal of Library Administration's 33rd volume. Articles are divided between four sections: recruitment and retention, institutional and organizational culture, collections and access, and instruction and library education. All of the works focus in on some aspect of diversity from both a theoretical and practical perspective.
Published in 2001 as Journal of Library Administration, *v.33 (1/2) and (3/4).*
See Library Education, 2000s; Diversity and Multiculturalism, 2000s; Recruitment and Retention– Workplace/Career, 2000s; Job Satisfaction and Career Choice, 2000s, for article citations.

Josey, E.J. 2002. Diversity in libraries. *Virginia Libraries*, **48 (1) [cited 11 December 2007]. Available from http://scholar.lib.vt.edu/ejournals/VALib/v48_n1/ josey.html**
Josey's speech, which was delivered at a Public Library function in Virginia (Chesterfield County), promotes the importance of developing cultural diversity in libraries. Josey argues that this promotion starts with the commitment of library administrators and is carried out through the proactive actions of library professionals. Josey also asserts that graduate library schools increase underrepresented racial and ethnic student enrollment and matriculation, and furthermore, that job recruitment of minorities happen at all levels of library work, not just entry-level positions. Multicultural collection development and the attack on diversity and multiculturalism ideology are also discussed (3 references).

Josey, E.J. and Ismail Abdullahi. 2002. Why diversity in American libraries. *Library Management*, **23(1/2): 10-16.**
Josey and Abdullahi offer an historical overview of the contentious progression of diversity in American libraries. A broad definition of diversity is discussed, and the authors recap the ever-changing demographics in the United States population. Obstacles that arise when diversity initiatives are implemented and ALA's (mostly reactive and sporadic) historical efforts to promote diversity are also discussed. The article concludes by praising the development and imple-

mentation of ALA's Spectrum Initiative and highlighting promising programs, services, and collections for diverse cultural groups (12 references).

Grob, Julie. 2003. RBMS, Special collections, and the challenge of diversity: the Road to the Diversity Action Plan. *RBM: a Journal of Rare Books, Manuscripts, and Cultural Heritage,* **4(2): 74-107 [cited 30 December 2008]. Available from http://www.ala. org/ala/mgrps/divs/acrl/publications/rbm/backissuesvol4no2/Grob.pdf**
Noting racial and ethnic hegemony within the ranks and membership of Rare Books and Manuscripts Section (RBMS) of ALA, Grob extensively reviews the history of exclusivity in special collections and the contemporary work going on in African American communities, the lack of diversity in RBMS, and reveals steps RBMS have taken to create an action plan to increase diversity in its membership and in the rare books and manuscripts area of librarianship. The article concludes with the RBMS Diversity Action Plan, which was approved in 2003 (58 references).

Adkins, Denice and Isabel Espinal. 2004. The diversity mandate. *Library Journal,* **129 (7): 52-54 [cited 27 February 2008]. Available from http://www.libraryjournal.com/article/CA408334.html**
Minority recruitment in librarianship is discussed with a focus on the Latino population. The authors discuss ALA's Spectrum Initiative and the Knowledge River Initiative, a recruitment program at the University of Arizona's School of Information and Library Resources (SIRLS). The goals of the program are presented, and seven strategies to attract students of color to librarianship are listed. Four tables review general Master of Library Science program enrollment and matriculation and ethnic MLS doctoral students and MLS students of color are included.

Berry, John N. III. 2004. Knowledge River. *Library Journal,* **129 (7): 55 [cited 27 February 2008]. Available from http://www.libraryjournal.com/article/CA408335.html**
Berry's essay discusses the University of Arizona SIRLS' Knowledge River diversity initiative, which focuses on recruiting Latino and Native American students to librarianship. Berry asserts that this initiative is a great model for other programs, and a great start to helping the LIS field reflect the general U.S. population.

Mansfield, Meribah. 2004. Diversity in the workforce. *Ohio Libraries,* **17 (2): 14-15.**
The importance of inclusion in diversity efforts is the focus of this short article. The Worthington Libraries' mission and vision statements, as they relate to diversity, are discussed, and the author encourages library administrators to make the needed extra effort to commit, long-term, to the tenets that ensure a strong workforce and solidify the ideals of a workplace that values every employee as an individual and professional.

Neely, Teresa Y. 2004. Interview: Straight answers from E. J. Josey *American Libraries,* **35 (10): 23.**
Neely asks Dr. Josey nine important questions ranging from the importance of recruitment and the characteristics of a successful recruiter to the role of administration in the recruitment and retention of students of color.

Jones, Plummer Alston. 2004. *Still Struggling for Equality: American Public Library Services with Minorities.* **Westport: Libraries Unlimited.**
Although this book primarily focuses on the institution of the American public library and its historical relationship with immigrants and American minorities, it provides an excellent context for forming the foundations for discourse regarding the perception of libraries in these communities. These perceptions have a direct impact on issues of diversity/multiculturalism in higher education, and in turn, concerns of recruitment to and retention in American librarianship. Included in this book are explanations or discussions of treaties, laws and other historical, political, or legislative events and events in Library history and policy that have affected immigrant and minority populations.

Gordon, Rachel Singer. 2006. *The Nextgen Librarian's Survival Guide.* **Medford: Information Today, Inc.**
While this monograph's main focus is on broad concerns for "Next Generation" librarians, a chapter on image, stereotypes, and diversity (Chapter 6) briefly reviews demographic information regarding the ethnic and racial makeup of the LIS workforce and discusses the shifting perceptions of diversity, civil rights, equality and other related issues within the profession.

Alire, Camila A. 2007. Diversity and leadership. In *Making a Difference: Leadership and Academic Libraries,* **edited by Peter Hernon and Nancy Rossiter. Westport: Libraries Unlimited.**
Alire discusses the concept of *transformational leadership* and its link to the values of promoting diversity, affecting change, and updating libraries' organizational culture so that all members are empowered. Alire states why she believes the transformational leadership style should be used by librarians of color and explains how the Simmons Leadership Model works to assess transformational leadership in LIS professionals (7 references).

Saunders, Michele and E. Chisato Uyeki. 2007. Cultural competency guidelines for academic libraries. Roundtable presented at the Association of College

and Research Libraries 13ᵗʰ National Conference, Baltimore, MD.

This roundtable was organized by ACRL's Racial and Ethnic Diversity Committee (RED). The facilitators held the discussion that delves into definitions of cultural competency and the characteristics of organizations that are culturally aware. Participants' views on these topics will help in the development of Cultural Competency Guidelines for Academic Libraries—a project of the ACRL's RED Committee.

Lloyd, Monique. 2007. The underrepresented Native American student: Diversity in Library Science. *Library Student Journal* [cited 11 November 2007]. Available from http://www.librarystudentjournal. org/index.php/lsj/article/view/39/47

Citing the dearth of Native American librarians, Lloyd discusses possible reasons for the continued underrepresentation of this group and focuses on programs that have been created to recruit this group (and other minorities) into librarianship. Recruitment techniques are also highlighted along with a concern that compounds the issue of Native American library recruitment: "Who is Native American?" (24 references).

Epps, Sharon K. 2008. African American women leaders in academic research libraries. Portal: Libraries and the Academy, 8(3): 255-272.

The results of a quantitative and qualitative study focusing on two essential concerns in LIS—leadership and diversity—are disclosed in this article. Epps discovers the "attributes, knowledge, and skills that African American women need" to successfully reach levels of leadership in ARL and steer through real or perceived obstacles to leadership in predominantly White research libraries (22 references).

REPORTS

1980s

American Library Association. 1981. The racial, ethnic, and sexual composition of library staff in academic and public libraries. *American Libraries*, 12(6): 363, 366.

Selected results of ALA's OPLR study are given in this brief article. While focus is given to race, ethnicity, and gender, statistics on salary ranges for directors, branch and department heads, and beginning professionals are also included. The data in this report are furnished for affirmative action planning, and is part of a larger study by the same name, which was performed in 1980.

Parmater, Richard. 1988. *Point of intersection: The University library and the pluralistic campus*. Ann Arbor: University of Michigan Library.

Parmater's written report to the University of Michigan's Vice Provost for Minority Affairs outlines the University of Michigan Library's genuine commitment and effort in enhancing services and promoting pluralistic values in the organization. Recruiting and retention, staff hiring policies, external library activities, workshops, and services to undergraduates (including the noteworthy Peer Information Counseling program), faculty and administrators, and a general evaluation of staff relations as a result of these initiatives, are all evaluated and discussed.
This work was reprinted in Information Reports & Bibliographies, *19 (3): 2-10.*
See also, Diversity and Multiculturalism, 1990s.

Payne, Judith et al. 1988. *Public Libraries Face California's Ethnic and Racial Diversity*. Santa Monica: The Rand Corp [cited 15 February 2008]. Available from https://www.rand.org/pubs/reports/2007/ R3656.pdf.

Payne's report focuses on public libraries and how they can adapt to the vast and continuous racial and ethnic demographic shifts in the state of California. The research discusses possible solutions to questions about the racial and ethnic composition of the state, if libraries need to adapt to diversity, what obstacles libraries may face if they do adapt, and what actions can help these changes move forward. While this report focuses on services in public libraries, it could give context to LIS minority recruitment programs in the state (Scarborough and Nyhan, 1988, Wright, 1991, etc).
See Recruitment and Retention- Library Education, 1980s and 1990s; Recruitment and Retention- Workplace/Career, 1980s and 1990s.

1990s

Beaudin, Janice, et al. 1990. Recruiting the underrepresented to academic libraries: Challenges and opportunities. *College and Research Libraries News* 51 (11): 1016-1028.

This report was authored by the ACRL's Task Force on Recruitment of Underrepresented Minorities and outlines the task force's charges. Three challenges to counter low recruitment patterns are identified and 16 recommendations, including a time-table and details for action to be taken by the ACRL Board of Directors. Areas for recruitment opportunities and strategies focus include professionals, paraprofessionals and students, and "youngsters". This report also includes position statements, which were submitted for approval at an upcoming ACRL Executive Committee meeting in 1990.
See also, Recruitment and Retention—Workplace/Career

Moses, Sibyl E. 1990. *Addressing ethnic and cultural diversity: A report on activities of the American Library Association, 1986-1989*. Office for Library Outreach

Services for the Committee on Minority Concerns. Chicago: American Library Association.

This broad report lists ALA's 1986 -1989 Annual Conference programs abstracts regarding diversity, including tours, presentations and affiliate and non-affiliate ethnic caucus meetings. The association's policies and guidelines concerning minorities, affirmative action, and race are also included. Special projects from ALA divisions and a list of association publications and graphics about ethnic and cultural diversity or highlight minorities are given, as well as a (short) list of ALA Spanish-language materials.

ACRL Racial and Ethnic Diversity Committee. 1997. Recruiting the underrepresented to academic libraries: challenges and opportunities assessment of the sixteen recommendations with implications for the ACRL Strategic Plan 1997-2001. Report presented to the Board of Directors, Association of College and Research Libraries by the ACRL Racial and Ethnic Diversity Committee 1995-1997. ALA Annual Conference, San Francisco, CA.

This three part report is a follow-up to ACRL's Task Force on Recruitment of Underrepresented Minorities publication, which was written in 1990 and included 16 recommendations. The ACRL Racial and Ethnic Diversity Committee reviews the former Task Force's recommendations, outlines the status of those recommendations and any actions taken on those recommendations in the succeeding seven years, and offers five new recommendations to apply to the ACRL 1997-2001 Strategic Plan. A 33-item selected bibliography and a list of diversity-related Web sites is included.

Lynch, Mary Jo. 1998. Racial and ethnic diversity among librarians: A status report. Office for Research and Statistics. Chicago: American Library Association [cited 30 December 2008]. Available from http://www.ala.org/ala/aboutala/offices/ors/reports/racialethnic.cfm.

This status piece reveals the racial and ethnic makeup of the library profession and discusses how the data were collected. Lynch discusses concerns about comparing this data to previous sets, and notes that ALA and the National Center for Education Statistics (NCES), which also has collected similar data, will likely attempt to collect race and ethnic information in LIS in the future so it is more useful.
Note: this information can also be found as part of Mary Jo Lynch's article: "Librarians' salaries: Smaller increases this year," American Libraries, *29 (10):66-70.*

ALISE. (1997-2005). *Library and Information Science Education Statistical Report* **[cited 24 February 2008]. Available from http://ils.unc.edu/ALISE/**

This annually published report from the Association of Library and Information Science Education (ALISE) discloses data about LIS faculty and leadership, student enrollment and degrees awarded, curriculum offerings and degree requirements, and financial status of ALA-accredited programs. Some ethnic and minority data are included.

2000s

Jones, DeEtta. 2000. North American demographic shifts and the implications for minority librarian recruitment [cited 10 January 2008]. Available from http://www.arl.org/bm~doc/demograph.pdf

Jones discusses demographic trends in the United States and Canada and explains how these trends—including growth in racial and ethnic populations, multiracial self-recognition leading to new ways to collect population data, the general disparity in cultural groups in higher education, and a general age shift—affect recruitment efforts for librarianship. ARL's response to these shifts and factors are mentioned (8 references).
See also, Recruitment and Retention– Workplace/Career, 2000s.

AFL-CIO Department for Professional Education. 2005. Fact sheet 2005. *Library workers: facts & figures* **[cited 24 February 2008]. Available from http://www.ala-apa.org/salaries/Library%20Workers%20Fact%20Sheet.pdf**

This six-page item lists quick facts and statistics about the general projections of librarians, status, gender distribution, racial and ethnic diversity, salary (including wage gaps, regional variance, and the impact of a union on these issues), the graying of the workforce, and benefits in public and academic libraries (9 references).

AFL-CIO Department for Professional Education. 2006. Fact sheet 2006. *Library workers: facts & figures* **[cited 24 February 2008]. Available from http://www.dpeaflcio.org/programs/factsheets/archived/fs_2006_library_workers.htm**

22 references.
See Reports 2000s entry: AFL-CIO Department for Professional Education. 2005. Fact sheet 2005. Library workers: facts & figures.

Hipps, Kaylyn. 2006. Diversity in the U.S. ARL library workforce. *ARL: A Bimonthly Report on Research Library Issues and Actions from ARL, CNI and SPARC*, **246:1-2 [cited 23 February 2008]. Available from http://www.arl.org/bm~doc/arlbr246diversitywkfc.pdf**

Using data from the 1985-86 and 2005-06 ARL Salary Surveys, the author shows that while there have been some increase in minority representation in library positions, the increase still falls short of reflection general U.S. demographics. Hipps looks at the redistribution of minorities

in certain library jobs and compares the racial distribution of managerial jobs within 20 years. A recent reporting of more new minority hires hints that successful recruitment efforts should close disparities in leadership positions in the future (2 references).

AFL-CIO Department for Professional Education. 2007. Fact sheet 2007. *Library workers: facts & figures* **[cited 24 February 2008]. Available from http:// www.dpeaflcio.org/programs/factsheets/archived/ fs_2007_library_workers.ht22 references.**
See Reports 2000s entry: AFL-CIO Department for Professional Education. 2005. Fact sheet 2005. Library workers: facts & figures.

Neely, Teresa Y. and Lorna Peterson. 2007. Achieving racial and ethnic diversity among academic and research librarians: the recruitment, retention, and advancement of librarians of color- a white paper [cited 30 December 2008]. Available from http:// www.ala.org/ala/mgrps/divs/acrl/publications/ whitepapers/ACRL_AchievingRacial.pdf
This report from the ACRL Board of Directors Diversity Task Force is portioned into seven parts, beginning with an executive summary of the group's charge and recommended goals for recruitment, retention and advancement of minority librarians; moving into the current status of the issues and current literature, and concluding with further discussions regarding retention and advancement. This report was created using ACRL's 2002 White Paper *Recruitment, Retention & Restructuring: Human Resources in Academic Libraries* as a guide, and updates on information in that report are also discussed (91 references).
See Diversity and Multiculturalism, 1990s for abbreviated article citation.

AFL-CIO Department for Professional Education. 2008. Fact sheet 2008. *Library workers: facts & figures* **[cited 30 December 2008]. Available from http://www.dpeaflcio.org/programs/factsheets/ fs_2008_library_workers.htm**
22 references.
See Reports 2000s entry: AFL-CIO Department for Professional Education. 2005. Fact sheet 2005. Library workers: facts & figures.

BIBLIOGRAPHIES AND LITERATURE REVIEWS

1970s
Robbins, Jane. 1978. Celebrating diversity: A report on and plea for multi-cultural graduate library educa- **tion. Paper presented at the Annual Conference of the Association of American Library Schools. Chicago, IL. ERIC Document ED153624.**
This short un-annotated bibliography appears at the end of Robbins' report on the progress of racial and ethnic minority groups' presence in American library schools. The 46–item work includes selected materials regarding higher education and information on higher education as it pertains to Blacks, Spanish-language groups, Asians, Native Americans, and international students. Handbooks, guides and report citations are also included.
See also, Library Education, 1970s.

1980s
Fisher, Edith Maureen. 1982. Minority Librarianship: A selective research review. San Diego: University of California, San Diego, Central University Library.
Item not available to author.

Fisher, Edith Maureen. 1983. Minority librarianship research: A state of the art review. *Library and Information Science Research* **5 (1): 5-65.**
This extremely comprehensive work encompasses LIS research and literature pertaining to African Americans, Native Americans, Asian Americans and Mexican Americans. Following a three part introduction, selected books, articles, and other scholarly works covering each group are reviewed or summarized (242 references).

1990s
Totten, Herman L. 1992. Perspectives on minority recruitment of faculty for schools of library and information science. *Journal of Education for Library and Information Science.* **33 (1): 46-54.**
This short bibliography rounds out Totten's scholarly article about recruitment and includes 38 un-annotated entries focusing on minority recruitment in higher education (faculty).
See also, Library Education, 1990s.

Jones-Quartey, Theo S and Bynum, Kit S. 1993. Ethnic minorities in librarianship: A selected bibliography. Special Libraries, 84 (2): 104-111.
This article includes an un-annotated 107-item bibliography that includes statistics and data reports, references, and articles on recruitment, multi-ethnic diversity, and librarians of color. Entries are arranged in sections and listed alphabetically by author name.

Wright, Joyce C. 1993. Recruiting minorities for academic libraries: A selected bibliography. In Culture Keepers: *Enlightening and Empowering Our Com-*

munities, **edited by S.F. Biddle and Members of the BCALA NCAAL Conference Proceedings Committee. Black Caucus of the American Library Association. Westwood: FAXON.**

Wright's short, un-annotated bibliography highlights 21 articles or book chapters about recruitment concerns in academic libraries.

Blandy, Susan Griswold, Deborah A Curry, and Lynne M. Martin. 1994. Racial and ethnic diversity: An eclectic bibliography. *Reference Librarian*, 45/46: 339-350.

This interdisciplinary 148-item bibliography includes entries that focus on racial and ethnic diversity in all formats except journal articles. Entries are not annotated and fall into one of three categories: reference, general reading, and video recordings.
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for monograph citation.

Castro, Rafaela and Richard Chabrán. 1994. Discourse and discord: Voices from an academic Library. *Reference Librarian*, 45/46: 279-296.

This selective bibliography, found at the conclusion of Castro and Chabran's work about a diversity initiative, divides 86 un-annotated entries into six sections: general, collections, bibliographic access, bibliographic instruction, reference work, and recruitment, retention and advancement.
Published simultaneously in Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues, *edited by D.A. Curry, S.G. Blandy, and L.M. Martin. New York: Binghamton: Haworth Press.*
See General Works, 1990s for article and monograph citation.

Gilton, Donna. 1996. Cultural diversity in the workplace: A look at the library science literature. *RQ*, 36 (2): 186-89.

Citing Josey's definition of cultural diversity, Gilton offers a brief bibliography that focuses on people of color in LIS. Articles, newsletters, and materials on recruitment, library services, library administration, and minority library association contact information are all included as entries in this 40-item work.

Garces, Vicente E. 1998. The recruitment of minority librarians: A bibliography of the literature, 1990-1998. *Law Library Journal*, 90 (4): 603-614.

Garces' un-annotated bibliography has 126 entries, includ-

ing scholarly works and news items with a spotlight on issues pertaining or relating to the recruitment of minority librarians.
Author's note: Consider consulting this work, as some entries— particularly news items or items that discuss diversity as a concept not consistent with the purpose of this work— may not be included in this publication.

Works Cited
American Library Association. 1925. *Annual Report of the Board of Education for Librarianship*. Chicago: ALA.

American Library Association. 2006. *Diversity Counts*. [cited 17 March 2008]. Available from http://www.ala.org/ala/aboutala/offices/diversity/diversitycounts/diversitycounts_rev0.pdf

Betancourt, Ingrid. 1992. "The Babel myth": The English-only movement and its implications for libraries. *Wilson Library Bulletin*, 66 (6): 38-41.

Lynch, Mary Jo. 1998. Racial and ethnic diversity among librarians: A status report. Office for Research and Statistics. Chicago: American Library Association [cited 30 December 2008]. Available from http://www.ala.org/ala/aboutala/offices/ors/reports/racialethnic.cfm

Neely, Teresa Y. and Lorna Peterson. 2007. Achieving racial and ethnic diversity among academic and research librarians: the recruitment, retention, and advancement of librarians of color- a white paper [cited 30 December 2008]. Available from http://www.ala.org/ala/mgrps/divs/acrl/publications/whitepapers/ACRL_AchievingRacial.pdf

Peterson, Lorna. 1995. Multiculturalism: affirmative or negative action? *Library Journal*, 120 (12): 30-33.

Quesada, Todd Douglas. 2007. Spanish spoken here. *American Libraries*, 38 (10): 40-44.

St. Lifer, Evan and Corinne Nelson. 1997. Unequal opportunities: Race does matter. *Library Journal*, 122(18): 42-46.

Stephens, Julia. 2007. English spoken here. *American Libraries*, 38 (10): 41-44.